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ABSTRACT

This report investigates the appropriateness of using the General Technical (GT) composite of the Armed Services Vocational Aptitude Battery (ASVAB) as a reenlistment criterion. Three aptitude measures, all ASVAB composites, were compared to measures of proficiency in job performance: the Armed Forces Qualification Test (AFQT), the GT, and the specific Aptitude Area (AA) composites. The GT is similar to the AFQT except for exclusion of a speed test. The AA composites are differential aptitude measures and would be expected to provide a better prediction of performance in specific military occupational specialities (MOS). The predictive ability of each of these composites was analyzed and the results compared. Job proficiency was measured by the Skill Qualification Test (SQT). The univariate and multivariate statistical methods used in this research demonstrated that all aptitude measures were significantly related to performance across MOS and skill levels. This is true even when variables measuring experience and education are included in the analysis. The specific AA composites generally predicted performance better than AFQT or GT. The results suggest that, when no MOS-specific performance measures are available, AA scores are the preferable reenlistment criteria relative to either AFQT or GT scores. (Author/PN)

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Technical Report 690

An Investigation of Alternatives for Setting Second–to–Third Tour Reenlistment Standards

Frances C. Grafton and David K. Horne

Manpower and Personnel Policy Research Group
Manpower and Personnel Research Laboratory

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EDGAR M. JOHNSON
Technical Director

WM. DARRYL HENDERSON
COL, IN
Commanding

Technical review by

Jeffrey Horey
Lawrence L. Hanser

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This paper was written in response to a request from the Office of the Deputy Chief of Staff for Personnel, Department of the Army. The task was to investigate the appropriateness of using the General Technical (GT) composite of the ASVAB as a reenlistment criterion. Three aptitude measures, all ASVAB composites, were compared to measures of proficiency in job performance: Armed Forces Qualification Test (AFQT), General Technical (GT), and the specific Aptitude Area (AA) composites. The GT is similar to the AFQT except for exclusion of a speed test. The AA composites are differential (Continued)

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aptitude measures and would be expected to provide a better prediction of performance in specific military occupational specialties (MOS). The predictive ability of each of these composites was analyzed and the results compared. Job proficiency was measured by the Skill Qualification Tests (SQT).

The univariate and multivariate statistical methods used in this research demonstrated that all aptitude measures were significantly related to performance across MOS and skill levels. This is true even when variables measuring experience and education are included in the analysis. The specific AA composites generally predicted performance better than either AFQT or GT. The results suggest that, when no MOS-specific performance measures are available, AA scores are the preferable reenlistment criteria relative to either AFQT or GT scores.

Technical Report 690

An Investigation of Alternatives for Setting Second-to-Third Tour Reenlistment Standards

Frances C. Grafton and David K. Horne

Manpower and Personnel Policy Research Group
Curtis L. Gilroy, Chief

Manpower and Personnel Research Laboratory
Newell K. Eaton, Acting Director

U.S. ARMY RESEARCH INSTITUTE FOR THE BEHAVIORAL AND SOCIAL SCIENCES
5001 Eisenhower Avenue, Alexandria, Virginia 22333-5600

Office, Deputy Chief of Staff for Personnel
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FOREWORD

The Manpower and Personnel Policy Research Group of the Army Research Institute (ARI) performs research on the issues of manpower, personnel, and training of particular significance to the U.S. Army. This report addresses the issue of using composites from the Armed Services Vocational Aptitude Battery as reenlistment criteria and was prepared as part of ARI's continuing support for the Office of the Deputy Chief of Staff for Personnel.

EDGAR M. JOHNSON
Technical Director

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AN INVESTIGATION OF ALTERNATIVES FOR SETTING SECOND-TO-THIRD TOUR REENLISTMENT STANDARDS

EXECUTIVE SUMMARY

Requirement:

The Army is selective about who is permitted to reenlist after any tour of duty. Soldiers who reenlist will normally be given more complex job tasks, as well as supervisory responsibilities. The role of the reenlistment criteria is to select those soldiers who will perform adequately in higher level assignments. The Skill Qualification Test (SQT) gives an index of future performance based on past and present performance. When SQT scores are unavailable, or the soldier is applying to a new MOS, a measure of aptitude may be used as an alternative reenlistment criterion. This paper compares the predictive ability of several measures of job aptitude: the Armed Forces Qualification Test (AFQT), the General Technical (GT) composite, and the specific Aptitude Area (AA) composite.

Procedure:

The predictive ability of each of the three composites was estimated and compared using both univariate and multivariate statistical methods. Each composite was correlated with the SQT score. The differences between correlations were tested for significance for each MOS and skill level. The multivariate methods included a variety of regression techniques. Ordinary least squares, instrumental variables (to correct for the classical errors-in-variable problem), and logit regression equations were estimated for each analysis sample. Additional independent variables included measures of experience, education, and sex.

Findings:

The univariate correlations were generally highest for the AA composites. The differences were often statistically significant, as indicated in Appendix A. The three regression methods, as well, found all three aptitude measures to be statistically significant after holding all other variables constant. In most cases the effect of AA was greater than that of GT or AFQT, and the R^2 was normally higher as well. The finding that the AA composite is the better predictor of MOS performance was consistent across all techniques.

Utilization of Findings:

The results of the research suggest that the MOS-specific Aptitude Area composite is the better alternative reenlistment criterion. Although AA predicts job proficiency as measured by SQT score more accurately than either AFQT or GT, current Army policy uses GT to select soldiers for reenlistment when SQT

scores are unavailable. Replacing the GT score with an AA score criterion would most likely lead to a higher average level of job performance in the Army.

AN INVESTIGATION OF ALTERNATIVES FOR SETTING SECOND-TO-THIRD TOUR REENLISTMENT STANDARDS

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AN INVESTIGATION OF ALTERNATIVES FOR SETTING SECOND-TO-THIRD TOUR REENLISTMENT STANDARDS

INTRODUCTION

Unlike many other large organizations, the Army must select its "middle management"--the Noncommissioned Officer (NCO) corps--from among those who join at the lowest entry level. Many individuals who can perform adequately at the entry and journeyman levels cannot perform successfully when promoted to supervisory positions. Although the Army has a selection and classification system that is based on many years of both research and experience, the system is designed primarily to select soldiers who can perform successfully in entry and journeyman positions (paygrades E-1 through E-5). The Army also needs a system to select supervisors, or career NCO, from among its journeyman soldiers. A third-term soldier must expect to be both a leader and a teacher, and the Army must be able to select those soldiers who can perform these functions well.

The purpose of this effort is to (1) establish a relationship, if any, between the Armed Services Vocational Aptitude Battery (ASVAB) composite test scores and second-tour performance, and (2) determine the composites that have the strongest relationship to performance.

The Army has two primary means of judging an applicant's potential for successfully completing an enlistment: the applicant's high school diploma status and scores on the ASVAB.

Research has consistently shown that soldiers who have a high school diploma upon entering the Army are much more likely to complete successfully their first enlistment term than are non-high school graduates. High school diploma status is primarily useful in predicting adaptation to military service.

The ASVAB is a paper-and-pencil battery of cognitive tests covering both academic and nonacademic subjects. The battery contains both speed and power tests, the scores of which are combined in various ways to obtain an Armed Forces Qualification Test (AFQT) score and 10 composite scores. The AFQT was implemented originally in 1950, and it has served since that time as a measure of general trainability. In order to enlist in the Army, an applicant must first achieve an AFQT percentile score at or above a specified minimum. Those individuals who score below 10 on the AFQT have never been admitted into the Army, while current standards require a minimum AFQT score of 16 for high school graduates and a minimum of 31 for nongraduates.

In addition to the AFQT, the Army computes nine specific Aptitude Area (AA) composites from combinations of ASVAB test scores. These aptitude areas are Combat (CO), Clerical (CL), Operators/Foods (OF), Electronics (EL), Field/Artillery (FA), General Maintenance (GM), Mechanical Maintenance (MM), Surveillance/Communications (SC), and Skilled Technical (ST). The Aptitude Area composites were developed specifically to predict success in initial Army training courses. Every Army job, or Military Occupational Specialty (MOS), requires a minimum score on one of the nine aptitude areas as a prerequisite for training in the MOS. The choice of the relevant aptitude area is related to the general

dimensions of the MOS, while the minimum required for admittance relates primarily to the technical complexity of the MOS. Current minimum requirements range from 85 to 120.

An additional composite, General Technical (GT), is also computed from the ASVAB and is a combination of the Verbal and Arithmetic Reasoning tests of the ASVAB. This composite of verbal and arithmetic skills is commonly accepted as a measure of general scholastic ability.

The development of the AFQT and Aptitude Area composite scores has always focused on the first-tour soldier. Acceptable performance during the first tour, however, is not necessarily directly related to acceptable performance as an NCO in the second and succeeding tours. Performing a task one has been trained to accomplish is not the same as teaching someone how to accomplish a specific task, nor is accomplishing a task that one is directed to do the same as deciding who should do which tasks and when they should be done.

REENLISTMENT CRITERIA

The Army is faced with deciding which soldiers, among those who are willing to remain upon completion of each enlistment, will continue to perform in a competent and effective manner. The most appropriate criteria upon which to base this decision, of course, are records of past and present job performance. The Army currently has two operational measures of enlisted job performance: Enlisted Efficiency Reports (EER) and Skill Qualification Tests (SQT).

Only those soldiers in grades E-5 and above receive an EER. The first EER is given 90 days after promotion to E-5 and annually thereafter in most cases. A weighted average is maintained for soldiers during the time they remain in a specific paygrade, and a new weighted average is begun upon promotion to the next higher grade. Unfortunately, EER scores have been prone to "grade inflation" over the years to the extent that almost all weighted averages are at or near the maximum possible score. As a result, it is impossible to use EER to discriminate accurately among performance levels.

Skill Qualification Tests became operational in FY77 and replaced MOS proficiency tests as indicators of job performance. The intent was to develop a separate SQT every year for each skill level (1 through 4) for every MOS. Skill levels are defined relative to grades: level 1 for E-1 to E-4, level 2 for E-5, level 3 for E-6, and level 4 for E-7. The SQT for a specific MOS and skill level is administered on a worldwide basis during a specified time period each year. Any particular SQT may be used for only 1 year before it is replaced by a new test. In order to pass any SQT, a soldier must obtain a "GO" score on 60% of the tasks scored. A soldier who obtains a "GO" on 80% of the tasks tested is considered to be performing proficiently enough to be considered for promotion. Subject matter experts (SME) in each MOS develop Skill Qualification Tests. These SME develop written items to test proficiency on a variable percentage of the critical tasks contained in the Soldiers' Manual for that MOS and skill level. The tests are fielded with a minimum of pretesting.

SQT results across several years demonstrate a wide range of test difficulty. Within any particular year the mean score achieved varies from 30 to more than 95 across MOS. The percentage of soldiers scoring at or above both

60 and 80 on individual SQT varies from zero to 100. The difficulty of SQT appears to be unrelated to either the technical complexity of the MOS or the skill level being tested. The SQT for a particular skill level within a particular MOS may be "easy" (i.e., high overall mean score and few soldiers scoring below 60 and/or 80), while the SQT in a different year for the same MOS and skill level may be "difficult" (i.e., low overall mean score and few individual scores above 60 or 80).

Despite the differences among various SQT, there is little disagreement that the scores of soldiers taking a specific SQT accurately reflect differences in performance. A soldier who scores 80 on a particular SQT generally knows and performs his or her job better than a soldier who scores 50 on the same SQT (although this individual may or may not perform better than a soldier who receives a score of 50 on a different SQT).

The lack of an equivalent score scale for various SQT is not the only drawback to using SQT as the sole reenlistment standard for soldiers in their second tour and beyond. An additional problem is the paucity of SQT scores on official files. Table 1 shows the availability of SQT scores on the Enlisted Master File for all soldiers serving in pay grades E-5 and E-6 as of 30 September 1984. Those soldiers having SQT on file are further divided into those who have an SQT score of 80 and above and those whose SQT score is less than 80. Almost one fourth of the soldiers in grades E-5 and E-6 have no SQT scores on file.

Table 1

Availability of SQT scores as of 30 September 1984

Paygrade		No SQT	SQT 2,3 LT 80	SQT 2 GE 80	SQT 3 GE 80	Total
E-5	N	31,644	41,520	28,344	386	101,894
	%	(31)	(41)	(28)	(0)	
E-6	N	11,622	36,342	14,145	24,260	86,369
	%	(14)	(42)	(16)	(28)	
Total	N	43,266	77,862	42,489	24,646	188,263
	%	(23)	(41)	(23)	(13)	

The SQT provides information on an individual's performance in a specific MOS. If a soldier desires to reenlist in a different MOS, or if no SQT score is available, an alternative reenlistment standard should exist. In these cases an ASVAB composite, such as the General Technical or specific Aptitude Area score, may be used as an alternative. The GT composite has been traditionally used in this role. The use of GT is defended on the basis that soldiers with high general ability either have, or could readily acquire, the skills necessary to teach and lead the lower grade soldiers under their supervision. The purpose of this analysis is to compare the predictive ability of

the ASVAB composites, primarily the GT and the specific AA, for performance in individual MOS.

PROCEDURES

Records for all accessions who entered active duty between 1 January 1976 and 30 September 1980 were matched against files containing skill level 2, 3, and 4 SQT scores for 1983 and 1984. The resulting matched cases were sorted into separate SQT samples by MOS, year, and skill level. When only those samples containing 100 or more cases were retained, the number of analysis samples was 195; individual sample sizes ranged from 100 to more than 3,000. There were no skill level 4 SQT samples large enough to be included in the final set. There are 95 unique MOS among the 195 analysis samples. Appendix A, Table A1, lists the titles of the MOS included.

The samples were edited prior to analysis. All cases not having test scores from forms 6 or 7 of the ASVAB as well as those having SQT scores of zero were deleted from the samples. In addition, all cases with out-of-range information on any of the variables of interest were also deleted. Because of these deletions, some samples had less than 100 cases, but final sample sizes were all over 50. AFQT scores and ASVAB Aptitude Area composite scores were computed for all cases using the correctly calibrated conversion tables for ASVAB 6/7 issued in July 1980. The forms 6 and 7 of the ASVAB were used from January 1976 until October 1980. The computational formulas used are found in Table A2 of Appendix A.

Two separate approaches were utilized to analyze the data. The first consisted of computing and comparing three univariate models relating AFQT, GT, and the classification AA composite to SQT performance. The second included using other variables as well as a GT or an AA composite in a multivariate regression model.

RESULTS

Univariate Method

The correlations between the three ASVAB scores (AFQT, GT, and AA composite) and SQT scores were computed for all samples. Although it is the primary selection test for first-term soldiers and has not been considered as an appropriate basis for setting reenlistment standards, AFQT was included in this analysis to provide a reference point for use in comparing results obtained with GT and AA scores. Appendix A, Table A3, presents the aptitude composite used for classifying recruits into training, sample size, and the mean AFQT, GT, AA, and SQT scores for each sample. Samples are ordered by MOS within aptitude areas. Final sample sizes range from 52 for 1984 skill level 3 SQT in MOS 31V (Tactical Communications Systems Operator/Mechanic) to 3,659 for the 1983 skill level 2 SQT in MOS 11B (Infantryman). In general, the skill level 3 samples are smaller than the skill level 2 samples, while the 1984 samples are smaller than 1983 samples for the same MOS and skill levels.

The correlations between SQT scores and the three ASVAB scores are presented in Appendix A, Table A3. An (*) next to the correlation indicates that

the correlation is significantly different from zero at the 95% confidence interval. Some 84% (163 of 195) of the samples show positive significant correlations between GT and SQT, while 96% (186 of 195) show positive significant correlations between AA and SQT. Only two samples produce negative correlations, and these are not significant.

Preliminary examination of the correlations indicates that for seven of the nine aptitude areas the aptitude composite scores are more highly correlated with SQT than either GT or AFQT. Both the size of the correlations and the relatively better predictive power of the Aptitude Area composites over GT indicate that the use of an aptitude area cutoff score as an alternative second-tour and beyond reenlistment standard would be quite appropriate for most Army MOS.

The two apparent exceptions are the Operators/Food and the Clerical aptitude composites, where the highest correlation varies considerably among the three ASVAB variables. Across all samples using OF, the mean correlations for AFQT, GT, and AA are .29, .28, and .27, respectively. For samples using CL, the mean correlations are .32, .30, and .30, respectively.

The computational formulas for the OF and CL aptitude composites of ASVAB 6/7, however, are no longer used. Estimates of the ASVAB 8/9/10 OF and CL composites were computed for the appropriate samples, and the correlation between the new composite and SQT score was derived for each sample. The formulas for the new composites are shown in Table A2 of Appendix A. The new composites are consistently more highly correlated with SQT performance than AFQT, GT, and the original ASVAB 6/7 composite. The mean correlation for the estimated new OF composite is .35, while the mean correlation is .40 for the new CL composite. The means of the new composites are presented in Appendix A, Table A3. For the remainder of the analysis, the new OF or CL composite is substituted for the original composite.

The AA-SQT correlation for each MOS was compared to the GT-SQT and AFQT-SQT correlations, and the difference was tested for statistical significance (at the 95% confidence interval). Significance is denoted by (@) to the right of the GT-SQT or AFQT-SQT correlation in Appendix A, Table A3. The AA-SQT correlation was significantly lower in only one MOS. The single exception was the 1983 skill level 3 SQT for MOS 13F (Fire Support Specialist) where the AFQT-SQT correlation exceeded the AA-SQT correlation. The old and new composites for OF and CL were also tested for differences. Significant differences in the correlations (with SQT) are denoted by (*) immediately after the new composite score.

Multivariate Model

The multivariate model controls for other variables, which may be correlated with the ASVAB composite scores, to measure the contribution of aptitude to performance (SQT). The additional independent variables included in this model are education, experience, training, and gender. The regression techniques are designed to measure the specific contribution of each variable to the SQT score. Statistical methods (instrumental variables) are used in this analysis to correct for measurement error in the independent variables attributable to the imperfect measurement of aptitude by the ASVAB composites.

The multivariate analysis is limited to the 1983 SQT results by each MOS and skill level (2 and 3) in which the final number of observations exceeds 99. The following models were estimated for each of the 90 sample:

$$SQT = B0+B1(AFQT)+B2(EDYRS)+B3(GED)+B4(HSG)+B5(TSERVICE)+B6(SEX)+B7(MOST),$$
$$SQT = W0+W1(AA)+W2(EDYRS)+W3(GED)+W4(HSG)+W5(TSERVICE)+W6(SEX)+W7(MOST),$$
$$SQT = Z0+Z1(AFQT)+Z2(EDYRS)+Z3(GED)+Z4(HSG)+Z5(TSERVICE)+Z6(SEX)+Z7(MOST),$$

where

EDYRS is years of education,
GED is general education degree (GED = 1 with degree),
HSG is high school diploma (HSG = 0 for graduates),
TSERVICE is time (months) in service,
SEX is gender of the individual (sex = 0 for males), and
MOST indicates whether training occurred in that MOS for which the SQT was taken (MOST = 1 if same MOS).

The variables in each MOS are identical except for the choice of composite--GT, AA, or AFQT. The variables are also defined in Appendix B, Table B1. Each model was estimated with three regression techniques and yielded approximately 3 x 3 x 90 or 810 equations. The results using alternative regression specifications are discussed below.

Ordinary Least Squares. Ordinary least squares (OLS) results, as expected, support the findings of the univariate method in the previous section; the equations that include Aptitude Area scores predict SQT scores best, while the General Technical equations are the worst predictors. The ranking of R^2s indicates that the explanatory power of the AA scores exceeds that of the AFQT scores, which, in turn, are more powerful than GT scores. The specific OLS results are not reported in this paper.

The OLS results also indicate that, of all the variables included in the model, the three composite scores are significant in nearly all MOS and skill levels. The impact of the composite scores on SQT scores is large. Each of the other variables is significant in some of the equations, but not one is as consistent as the composite scores themselves. Furthermore, the GT-SQT profiles are less steep than the AA-SQT profiles, as demonstrated by the SQT projections in Appendix B, Table B2. This fact indicates that the coefficients of the AA composite in most cases exceed the coefficients of the GT composite. Thus, the use of GT scores underpredicts the impact of changes in aptitude levels on job performance.

Instrumental Variables. Since the ASVAB composites are imperfect measures of job aptitude, the resulting measurement error introduced into the regressions is likely to bias the OLS estimator. The error-in-variables problem is corrected by using an instrumental variables (IV) technique (see Maddala, 1977, pp. 293-298). In this case, a Durbin instrument, which is a rank ordering of observations by (each) composite score, is used. The results of the IV regressions are quite consistent. The IV coefficients of the composites are generally about 10% higher than the OLS coefficients; this fact indicates a negative bias in the OLS estimates due to the measurement error. The estimates are quite precise, and the general conclusions of the OLS regressions are still applicable.

The equations that include AA predict a greater trade-off between the score and the SQT performance measure.

Logit Analysis. Another way to model job performance is to analyze the probability of obtaining a given SQT score. A cutoff score of 80 was chosen because: (1) this is the level of job performance desired for NCOs; and (2) there were enough individual scores below 80 to generate a probability distribution as a function of the independent variables. In many MOS almost all SQT scores exceed the passing grade of 60, in which case the probability of passing would be approximately equal to 1.

The probabilities were estimated using a logit regression analysis. The probability of exceeding the SQT score varies across MOS and skill level, but the composite scores are significant as determinants of the probabilities in nearly all samples. Once again, the MOS-specific Aptitude Area scores explain more variation and demonstrate a greater effect on SQT scores than do the General Technical scores. The logit regression results are consistent with the IV and OLS results.

Projections of SQT scores are provided in Appendix B, Table B2. The projections illustrate the variations in the SQT scores for different composite scores, if the other variables are held at their means. The IV equations were used to generate predicted SQT scores for AA and GT scores of 80, 90, 100, 110, and 120. AFQT results are not included because AFQT is clearly inappropriate as a reenlistment criterion, and the difference in scale prevents simple comparison of AFQT results with those of the AA and GT scores. The logit equations were used to generate the probability of scoring at least 80 on the SQT.

The projections provide a clear demonstration of the relative effects of AA and GT scores on SQT scores. As the AA and GT scores rise, the SQT scores rise dramatically. Job aptitude, as measured by these tests, is a significant predictor of job performance in the Army. Furthermore, the impact of changes in the AA scores is substantially greater than changes in GT scores.

DISCUSSION AND CONCLUSION

There is little doubt that the best predictor of future performance is a valid measure of current and past performance. It is, therefore, reasonable that the primary reenlistment criterion be a specific score on a Skill Qualification Test in the same MOS and skill level for which the soldier wishes to reenlist. As Table 1 shows, only 28% of soldiers in grades E-5 and E-6 would be permitted to reenlist if an SQT score of 80 in an individual's current skill level were the only means of qualifying for reenlistment. In addition, there are no data available to support the assumption that acceptable performance in one MOS is necessarily indicative of acceptable performance in another MOS, and many soldiers migrate from one MOS to another at reenlistment. Daula (1981) notes that almost one third of the soldiers who start in MOS 11B (Infantryman) migrate to other MOS during their Army careers.

If an additional criterion is to be used for reenlistment purposes, one should expect a priori that the MOS-related Aptitude Area scores would be better predictors of performance than either GT or AFQT. The aptitude areas are developed to predict differentially specific job performance (albeit in training),

while both GT and AFQT are measures of general ability. Not only are ASVAB scores maintained on official Army files, but in-service retesting is available on a worldwide basis. All composites with the exception of AFQT can be computed and submitted to the Military Personnel Center (MILPERCEN) to replace the scores currently on file.

The data presented in this report support the contention that AA scores are better at predicting job performance than GT scores. The simple correlations, OLS regressions, IV equations, and logit regressions all demonstrate the greater explanatory power of the AA composites. Furthermore, the impact of the AA scores on SQT is much greater than the effect of the GT scores. The policy recommendation that follows from these results is clear: the appropriate Aptitude Area composite should replace the General Technical composite as an alternative reenlistment criterion.

The current Army policy of using the GT composite as a reenlistment criterion is costly in two respects. Some soldiers who could perform well are denied the opportunity to reenlist, while others who will not perform up to standard in a new MOS are incorrectly accepted for reenlistment. The overall level of performance could be compromised by using GT scores rather than AA scores as a reenlistment criterion.

The optimal predictor of performance, as measured by SQT scores, is the specific AA composite score. Yet the GT, which is a general composite, has been a popular reenlistment criterion for all MOS. Several reasons may account for this popularity. When only one score cutoff is applied to all MOS, the criterion is easy to remember and simple to apply. In addition, many people still believe that GT is a measure of general ability or intelligence.

The choice of criteria depends on the objective of the selection process. The rationale for suggesting that the AA composite is preferable to GT as a reenlistment criterion is that the AA composite is a better predictor of performance in specific MOS. The soldier who is promoted to a higher grade requires both MOS-specific skills and the aptitude to be an effective leader and instructor. Certainly these composites should not be used to the exclusion of SQT performance, commanders' evaluations, previous military training, and other criteria. However, the addition of minimum Aptitude Area scores as an alternative reenlistment criterion should lead to higher quality soldiers in each MOS after reenlistment.

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APPENDIX A

Table A1

Military Occupational Specialty (MOS) Titles

00R	RECRUITER
05B	RADIO OPERATOR
05C	RADIO TELETYPE RADIO OPERATOR
05D	ELECTRONIC WARFARE/SIGNAL INTELLIGENCE EMITTER IDE
05H	ELECTRONIC WARFARE/SIGNAL INTELLIGENCE INTERCEPTOR
05K	ELECTRONIC WARFARE/SIGNAL INTELLIGENCE NON-MORSE
11B	INFANTRYMAN
11C	INDIRECT FIRE INFANTRYMAN
11H	HEAVY ANTIARMOR WEAPONS INFANTRYMAN
12B	COMBAT ENGINEER
12C	BRIDGE CREWMAN
12E	ATOMIC DEMOLITION MUNITIONS SPECIALIST
13B	CANNON CREWMAN
13E	CANNON FIRE DIRECTION SPECIALIST
13F	FIRE SUPPORT SPECIALIST
15D	LANCE CREW MEMBER/MLRS SERGEANT
15E	PERSHING MISSILE CREW MEMBER
16B	HERCULES MISSILE CREW MEMBER
16D	HAWK MISSILE CREW MEMBER
16E	HAWK FIRE CONTROL CREW MEMBER
16P	ADA SHORT RANGE MISSILE CREWMAN
16R	ADA SHORT RANGE GUNNERY CREWMAN
16S	MANPADS CREWMAN
17K	GROUND SURVEILLANCE RADAR CREWMAN
19D	CAVALRY SCOUT
19E	M48-M60 ARMOR CREWMAN
26Q	TACTICAL SATELLITE/MICROWAVE SYSTEMS OPERATOR
27E	TOW/DRAGON REPAIRER
31E	FIELD RADIO REPAIRER
31J	TELETYPEWRITER REPAIRER

31M MULTICHANNEL COMMUNICATIONS EQUIPMENT OPERATOR

31V TACTICAL COMMUNICATIONS SYSTEMS OPERATOR/MECHANIC

32D STATION TECHNICAL CONTROLLER

36C WIRE SYSTEMS INSTALLER/OPERATOR

36K AVIONICS MECHANICS

43E PARACHUTE RIGGER

44B METAL WORKER

45K TANK TURRET REPAIRER

45N M60A1/A3 TANK TURRET MECHANIC

51B RES CARPENTRY AND MASONRY SPECIALIST-SAW

51H CONSTRUCTION ENGINEER SUPERVISOR

52D POWER GENERATION EQUIPMENT REPAIRER

54E NBC SPECIALIST

55B AMMUNITION SPECIALIST

55D EXPLOSIVE ORDNANCE DISPOSAL SPECIALIST

55G NUCLEAR WEAPONS MAINTENANCE SPECIALIST

57H CARGO SPECIALIST

62B CONSTRUCTION EQUIPMENT REPAIRER

62E HEAVY CONSTRUCTION EQUIPMENT OPERATOR

63B LIGHT VEHICLE/POWER GENERATION MECHANIC

63D SELF-PROPELLED FIELD ARTILLERY SYSTEM MECHANIC

63G FUEL AND ELECTRICAL SYSTEMS REPAIRER

63H TRACK VEHICLE REPAIRER

63N M60A1/A3 TANK SYSTEM MECHANIC

63S HEAVY WHEEL VEHICLE MECHANIC

63T ITV/IFV/CFV SYSTEM MECHANIC

63W WHEEL VEHICLE REPAIRER

63Y TRACK VEHICLE MECHANIC

64C MOTOR TRANSPORT OPERATOR

68J AIRCRAFT FIRE CONTROL REPAIRER

71C SECRETARY

71D LEGAL CLERK

71L ADMINISTRATIVE SPECIALIST

71M CHAPEL ACTIVITIES SPECIALIST

71P FLIGHT OPERATION COORDINATOR
72E COMBAT TELECOM CENTER OPERATOR
73C FINANCE SPECIALIST
73D ACCOUNTING SPECIALIST
74D COMPUTER/MACHINE OPERATOR
74F PROGRAMMER/ANALYST
75B PERSONNEL ADMINISTRATION SPECIALIST
75C PERSONNEL MANAGEMENT SPECIALIST
75D PERSONNEL RECORDS SPECIALIST
75E PERSONNEL ACTIONS SPECIALIST
75F PERSONNEL INFO SYSTEM MGT SPECIALIST
76C EQUIPMENT RECORDS AND PARTS SPECIALIST
76P MATERIEL CONTROL AND ACCOUNTING SPECIALIST
76V MATERIEL STORAGE AND HANDLING SPECIALIST
76W PETROLEUM SUPPLY SPECIALIST
76Y UNIT SUPPLY SPECIALIST
82C FIELD ARTILLERY SURVEYOR
91C PRACTICAL NURSE
91E DENTAL SPECIALIST
91P X-RAY SPECIALIST
91Q PHARMACY SPECIALIST
91R VETERINARY SPECIALIST
92B MEDICAL LABORATORY SPECIALIST
93H AIR TRAFFIC CONTROL TOWER OPERATOR
93J AIR TRAFFIC RADAR CONTROLLER
94B FOOD SERVICE SPECIALIST
95B MILITARY POLICE
95C CORRECTIONAL SPECIALIST
96B INTELLIGENCE ANALYST
98C ELECTRONIC WARFARE/SIGNAL INTELLIGENCE A
98G ELECTRONIC WARFARE/SIGNAL INTELLIGENCE V

Table A2

Sample Sizes and Means

MOS	Year	Skill Lvl	AA	N	Mean AFQT	Mean GT	Mean Old AA	Mean New AA	Mean SQT
71C	83	2	CL	83	55.4	107.7	112.6	106.5	65.6
71D	83	2	CL	411	57.5	108.2	111.8	107.6	66.4
71D	84	2	CL	90	57.8	108.5	112.0	108.7	73.2
71L	83	2	CL	1418	46.7	100.8	104.9	100.4	59.6
71L	83	3	CL	76	61.6	110.3	113.4	109.7	64.1
71L	84	2	CL	1760	45.2	99.9	104.5	99.4	74.2
73C	83	2	CL	372	55.7	106.3	109.5	107.3	81.6
73C	84	2	CL	486	54.8	105.7	109.7	107.1	73.2
75B	83	2	CL	926	40.9	96.7	101.7	96.9	65.1
75B	84	2	CL	1024	40.2	96.2	101.5	96.5	72.5
75C	83	2	CL	233	50.8	103.5	107.5	103.1	72.8
75C	84	2	CL	273	51.4	104.2	108.3	103.9	65.4
75D	83	2	CL	337	45.3	99.8	103.0	99.4	67.3
75D	84	2	CL	319	45.4	99.7	103.3	99.5	72.8
75E	83	2	CL	94	48.6	102.1	106.7	101.6	70.0
75E	84	2	CL	116	45.1	100.0	105.1	100.2	69.8
75F	83	2	CL	168	45.2	100.0	105.1	99.3	71.0
75F	84	2	CL	183	44.1	99.9	105.0	99.6	76.9
76C	83	2	CL	394	36.6	93.5	97.6	93.6	72.5
76C	84	2	CL	757	31.0	89.6	94.7	90.0	80.7
76P	83	2	CL	317	37.0	93.8	98.1	94.2	59.5
76P	83	3	CL	58	46.8	101.7	105.8	100.4	67.9
76V	83	2	CL	362	33.0	90.2	93.1	90.2	64.6
76V	84	2	CL	481	30.7	88.3	91.5	88.7	71.9
76W	83	2	CL	231	27.6	86.0	87.9	86.4	71.4
76W	84	2	CL	193	24.7	83.2	85.5	84.3	66.1
76Y	83	2	CL	1352	42.2	98.4	102.5	97.1	82.4
76Y	83	3	CL	430	48.3	101.1	104.2	99.5	80.9
76Y	84	2	CL	345	37.8	95.4	100.7	93.7	73.8
76Y	84	3	CL	202	43.9	98.6	102.1	97.5	80.3
11B	83	2	CO	3659	40.8	93.1	94.9		70.1
11B	83	3	CO	1258	46.7	97.7	97.4		70.2
11B	84	2	CO	1090	40.3	92.4	94.8		67.3
11B	84	3	CO	643	44.9	96.2	96.3		74.4
11C	83	2	CO	1060	36.2	90.1	91.3		70.0
11C	83	3	CO	93	62.0	108.2	104.1		74.1
11C	84	2	CO	278	35.2	89.2	91.7		72.2
11C	84	3	CO	56	54.7	103.1	101.3		80.9
11H	83	2	CO	659	41.7	93.8	95.8		70.7
11H	83	3	CO	106	43.7	95.1	93.8		70.1
11H	84	2	CO	173	40.6	92.7	94.8		72.7
11H	84	3	CO	64	39.9	91.7	92.2		74.4
12B	83	2	CO	1155	40.2	92.8	95.4		87.6
12B	83	3	CO	254	53.7	102.8	102.0		90.1
12B	84	2	CO	430	37.3	90.6	93.6		67.3

MOS	Year	Skill Lvl	AA	N	Mean AFQT	Mean GT	Mean Old AA	Mean New AA	Mean SQT
12B	84	3	CO	211	46.9	97.8	99.9		65.3
12C	83	2	CO	195	40.0	92.5	95.0		88.4
12E	83	2	CO	117	56.4	103.6	103.8		92.6
19D	83	2	CO	869	41.0	93.4	95.6		65.2
19D	83	3	CO	262	47.4	99.6	97.9		71.2
19D	84	2	CO	238	36.9	90.5	92.5		67.6
19D	84	3	CO	127	45.3	98.4	97.3		74.6
19E	83	2	CO	1817	39.8	92.4	94.9		72.2
19E	83	3	CO	420	47.1	98.3	97.7		69.9
17K	83	2	EL	126	49.2	99.5	100.9		79.5
26Q	83	2	EL	158	42.0	94.4	101.1		80.9
26Q	84	2	EL	118	37.4	91.8	97.8		73.5
27E	83	2	EL	84	42.9	94.0	102.7		85.1
27E	84	2	EL	118	39.6	93.3	100.9		92.2
31E	83	2	EL	148	42.8	95.1	100.6		80.9
31J	83	2	EL	75	43.0	95.2	98.8		77.6
31J	84	2	EL	112	39.6	93.4	97.0		81.7
31M	83	2	EL	639	33.0	88.9	92.8		81.7
31M	84	2	EL	762	30.8	86.8	91.7		75.5
31V	83	2	EL	205	43.0	95.9	102.8		81.1
31V	83	3	EL	126	56.6	105.2	108.3		73.9
31V	84	2	EL	110	38.2	92.4	101.9		81.6
31V	84	3	EL	52	50.8	100.8	104.4		77.5
32D	83	2	EL	116	58.8	106.4	109.1		75.6
36C	83	2	EL	323	31.1	87.2	90.4		69.5
36K	83	2	EL	285	31.2	87.2	91.7		74.5
36K	84	2	EL	296	29.0	84.8	90.2		74.2
13B	83	2	FA	1780	32.1	88.8	93.5		73.1
13B	83	3	FA	305	38.7	92.7	97.3		78.4
13B	84	2	FA	1786	30.5	87.4	92.4		77.9
13B	84	3	FA	615	35.8	91.1	96.3		84.1
13F	83	2	FA	447	49.9	101.0	107.3		74.3
13F	83	3	FA	127	55.9	105.2	107.7		73.8
13F	84	2	FA	90	46.6	97.8	106.9		73.8
13F	84	3	FA	94	51.3	103.1	106.2		78.3
43E	83	2	GM	149	43.1	94.8	97.1		88.9
43E	84	2	GM	154	42.5	94.5	96.1		71.4
44B	83	2	GM	74	39.2	92.7	95.9		77.4
44B	84	2	GM	156	37.0	91.3	94.2		60.6
45K	84	2	GM	90	44.8	96.2	101.3		56.9
51B	83	2	GM	153	42.1	96.1	95.7		83.2
51B	84	2	GM	206	40.2	93.6	95.0		60.8
51H	84	3	GM	73	47.4	99.2	101.0		62.7
52D	84	2	GM	141	43.7	97.1	101.1		63.3
55B	83	2	GM	156	32.1	89.8	88.1		63.8
55D	83	2	GM	121	71.3	113.8	114.8		81.3
55D	84	2	GM	137	70.0	113.3	114.1		89.0

MOS	Year	Skill Lvl	AA	N	Mean AFQT	Mean GT	Mean Old AA	Mean New AA	Mean SQT
55G	84	3	GM	60	57.1	105.8	105.0		77.4
57H	83	2	GM	112	32.2	89.5	87.9		69.6
57H	84	2	GM	154	29.1	86.9	85.4		62.4
62E	83	2	GM	247	41.2	94.8	99.2		71.8
68J	83	2	GM	67	51.7	100.8	104.5		86.6
45N	84	2	MM	99	35.8	91.8	96.6		80.0
62B	84	2	MM	290	38.7	92.1	100.3		73.1
63B	83	2	MM	1752	35.9	89.7	98.6		83.3
63B	83	3	MM	109	48.4	99.9	109.4		66.9
63B	84	2	MM	2592	34.0	88.4	96.8		74.0
63D	83	2	MM	113	39.8	92.3	103.3		90.9
63D	84	2	MM	151	37.3	90.5	101.4		79.4
63G	84	2	MM	80	28.9	84.6	90.5		47.8
63H	83	2	MM	299	38.1	91.1	99.2		79.4
63H	83	3	MM	131	47.3	97.3	105.1		57.1
63H	84	2	MM	354	35.2	89.5	96.7		59.4
63N	83	2	MM	219	41.3	94.4	103.7		78.1
63N	83	3	MM	88	42.9	93.8	104.0		74.1
63N	84	2	MM	260	36.6	90.4	100.9		75.2
63S	83	2	MM	107	35.5	88.8	98.4		93.5
63S	84	2	MM	197	35.6	89.3	98.3		66.9
63T	84	2	MM	305	35.3	89.1	100.5		71.5
63W	83	2	MM	220	34.6	90.0	98.1		89.9
63W	84	2	MM	247	33.4	88.2	96.7		51.4
63Y	83	2	MM	128	37.5	91.4	102.0		93.3
63Y	84	2	MM	185	36.1	89.8	101.4		66.2
15D	83	2	OF	166	38.8	92.7	102.7	95.5	77.9
15D	84	2	OF	143	37.2	91.0	100.7	93.3	72.3
15E	83	2	OF	210	37.9	91.9	101.2	94.6	61.8
16B	83	2	OF	87	30.6	87.2	91.7	88.4	86.7
16D	83	2	OF	169	30.3	86.9	93.0	87.0	92.0
16D	84	2	OF	259	28.6	85.3	91.5	87.0	73.2
16E	83	2	OF	107	41.3	94.3	105.1	96.5	82.5
16E	84	2	OF	166	40.6	93.6	104.1	96.0	71.4
16E	84	3	OF	59	51.0	100.6	110.6	103.0	74.0
16P	84	2	OF	190	26.8	82.3	91.2	84.3	62.2
16P	84	3	OF	84	39.2	91.9	97.9	92.7	72.8
16R	84	2	OF	243	27.5	83.7	92.3	86.2	69.1
16R	84	3	OF	81	39.2	92.4	97.7	93.1	72.8
16S	84	2	OF	256	28.0	83.7	92.8	86.0	68.2
16S	84	3	OF	126	37.5	91.5	98.2	93.6	64.9
64C	83	2	OF	1254	36.0	90.6	96.8	92.6	84.9
64C	83	3	OF	74	54.5	103.4	109.6	105.5	82.7
64C	84	2	OF	2090	33.8	89.2	95.3	91.1	77.5
64C	84	3	OF	102	49.1	99.1	105.5	101.2	72.8
94B	83	2	OF	131	46.5	98.7	102.6	96.0	78.0
94B	83	3	OF	1287	31.8	87.9	91.4	87.0	70.1

MOS	Year	Skill Lvl	AA	N	Mean AFQT	Mean GT	Mean Old AA	Mean New AA	Mean SQT
05B	83	2	SC	378	53.4	103.6	101.8		83.9
05C	83	2	SC	893	40.6	94.2	91.9		72.9
05C	84	2	SC	519	41.3	94.6	92.7		75.5
05C	84	3	SC	132	44.8	96.5	94.0		72.8
05H	83	2	SC	346	64.3	111.3	107.4		86.3
05H	84	2	SC	266	60.7	108.8	105.2		87.4
72E	83	2	SC	587	36.8	92.1	88.9		77.5
00R	84	3	ST	118	61.7	109.3	106.5		75.0
05D	83	2	ST	84	67.8	113.5	113.3		83.1
05K	83	2	ST	124	65.9	112.5	112.9		80.4
05K	84	2	ST	126	63.2	110.4	111.9		82.4
13E	83	2	ST	212	52.8	102.8	105.8		58.5
13E	83	3	ST	87	59.9	108.3	109.5		70.9
13E	84	2	ST	156	47.9	99.7	104.2		54.8
13E	84	3	ST	86	61.1	107.9	109.6		70.1
54E	83	2	ST	716	43.8	97.8	101.1		72.4
54E	83	3	ST	231	54.1	104.7	105.4		71.0
71P	84	2	ST	102	43.1	97.6	100.0		73.6
73D	83	2	ST	81	60.3	109.7	111.0		67.2
73D	84	2	ST	81	60.2	110.1	111.2		69.4
74D	83	2	ST	214	53.0	103.8	106.4		78.0
74D	84	2	ST	132	51.6	103.5	105.4		70.9
74F	83	2	ST	172	66.7	112.4	115.6		79.6
74F	83	3	ST	71	70.3	114.8	116.5		76.2
82C	83	2	ST	252	46.2	98.0	102.8		58.6
82C	83	3	ST	56	63.1	108.1	108.7		67.0
91C	83	3	ST	262	61.3	110.0	109.7		86.5
91C	84	3	ST	408	59.4	109.1	110.1		82.8
91E	83	2	ST	216	47.6	100.3	103.5		90.9
91E	84	2	ST	337	46.4	99.8	102.4		74.7
91P	83	2	ST	144	52.0	102.8	107.4		88.3
91Q	83	2	ST	179	58.7	108.2	112.6		92.0
91Q	84	2	ST	188	58.8	108.5	112.2		83.0
91R	83	2	ST	104	54.6	105.9	108.1		90.2
91R	84	2	ST	173	51.4	103.5	106.6		74.5
92B	83	2	ST	104	65.5	113.1	116.0		93.7
92B	84	2	ST	154	60.6	110.6	113.8		77.3
93H	83	2	ST	112	56.4	106.2	107.9		82.8
93H	84	2	ST	103	54.8	104.6	108.2		83.5
93H	84	3	ST	57	59.3	108.4	110.5		85.0
93J	83	2	ST	87	59.4	107.0	108.2		85.2
93J	84	2	ST	120	60.0	107.2	108.2		80.3
95B	83	2	ST	1324	56.7	106.1	106.8		86.1
95B	83	3	ST	169	71.0	115.4	111.8		86.4
95B	84	2	ST	1190	52.6	103.2	105.6		81.3
95B	84	3	ST	215	66.5	112.4	109.3		82.1
95C	83	2	ST	199	35.9	91.5	92.3		90.0
95C	84	2	ST	216	33.5	90.0	90.8		87.2
96B	84	2	ST	232	58.5	107.2	108.8		72.8
96B	84	3	ST	220	63.0	109.5	108.5		76.5

MOS	Year	Skill Lvl	AA	N	Mean AFQT	Mean GT	Mean Old AA	Mean New AA	Mean SQT
98C	83	2	ST	311	75.7	117.8	119.9		74.5
98C	83	3	ST	80	75.7	118.2	119.2		72.1
98C	84	2	ST	311	76.3	117.6	119.4		80.2
98C	84	3	ST	146	77.5	119.4	119.4		81.4
98G	83	2	ST	252	83.2	122.7	123.0		80.2
98G	83	3	ST	98	82.8	122.5	124.1		78.1

Table A3

Correlation between SQT and Various ASVAB Scores
with Associated Tests of Significance

MOS	Year	Skl Lvl	AA	r AFQT	r GT	r Old AA	r New AA
71C	83	2	CL	.36	.24*@	.20*	.35*
71D	83	2	CL	.41@	.38*@	.36*	.45*
71D	84	2	CL	.26	.30*	.30*	.34
71L	83	2	CL	.38@	.35*@	.36*	.43*
71L	83	3	CL	.25@	.22 @	.28*	.36
71L	84	2	CL	.36@	.35*@	.34*	.43*
73C	83	2	CL	.46@	.44*@	.39*	.52*
73C	84	2	CL	.42@	.43*@	.38*	.50*
75B	83	2	CL	.42@	.39*@	.39*	.47*
75B	84	2	CL	.35@	.34*@	.32*	.43*
75C	83	2	CL	.42@	.40*@	.36*	.50*
75C	84	2	CL	.46@	.44*@	.43*	.53*
75D	83	2	CL	.40@	.40*@	.40*	.51*
75D	84	2	CL	.38@	.40*@	.42*	.51*
75E	83	2	CL	.37@	.33*@	.37*	.50*
75E	84	2	CL	.30@	.28*@	.32*	.42*
75F	83	2	CL	.29@	.26*@	.28*	.41*
75F	84	2	CL	.43@	.46*@	.40*	.54*
76C	83	2	CL	.21	.14*@	.12*	.24*
76C	84	2	CL	.25@	.24*@	.19*	.33*
76P	83	2	CL	.28@	.26*@	.30*	.35
76P	83	3	CL	.04	.10	.13	.17
76V	83	2	CL	.28@	.27*@	.31*	.32
76V	84	2	CL	.19@	.16*@	.17*	.24*
76W	83	2	CL	.16	.08 @	.11*	.17
76W	84	2	CL	.27@	.18*	.20*	.30*
76Y	83	2	CL	.24@	.23*@	.22*	.29*
76Y	83	3	CL	.33	.33*	.31*	.36*
76Y	84	2	CL	.22@	.23*@	.14*	.32*
76Y	84	3	CL	.35@	.27*	.21*	.34*
11B	83	2	CO	.54	.53*	.54*	
11B	83	3	CO	.48	.47*	.48*	

An (*) next to GT/SQT, AA/SQT correlation indicates correlation is significantly different from zero. An (@) indicates that the AFQT-SQT or GT-SQT correlation is significantly different from the AA-SQT correlation. An (*) next to the old AA Score indicates that it is significantly different from the new AA Scores. The AFQT-SQT correlations were not tested for significance.

MOS	Year	Skl Lvl	AA	r AFQT	r GT	r Old AA	r New AA
11B	84	2	CO	.43	.43*	.45*	
11B	84	3	CO	.28	.29*	.30*	
11C	83	2	CO	.45	.43*	.44*	
11C	83	3	CO	.40	.42*	.40*	
11C	84	2	CO	.34	.34*	.37*	
11C	84	3	CO	.48	.41*	.39*	
11H	83	2	CO	.51	.51*	.48*	
11H	83	3	CO	.41	.36*	.43*	
11H	84	2	CO	.36	.38*	.37*	
11H	84	3	CO	.30	.23	.37*	
12B	83	2	CO	.24	.25*	.22*	
12B	83	3	CO	.26	.38*	.35*	
12B	84	2	CO	.47	.45*	.43*	
12B	84	3	CO	.48	.47*	.44*	
12C	83	2	CO	.30	.28*	.34*	
12E	83	2	CO	.23	.17 @	.35*	
19D	83	2	CO	.51	.46*	.50*	
19D	83	3	CO	.37	.36*	.42*	
19D	84	2	CO	.50	.49*	.47*	
19D	84	3	CO	.43	.42*	.39*	
19E	83	2	CO	.38	.37*@	.40*	
19E	83	3	CO	.31@	.32*@	.39*	
17K	83	2	EL	.16	.15	.19*	
26Q	83	2	EL	.47	.46*	.50*	
26Q	84	2	EL	.36@	.33*@	.64*	
27E	83	2	EL	.38	.58*	.45*	
27E	84	2	EL	.43	.46*	.49*	
31E	83	2	EL	.39	.41*	.34*	
31J	83	2	EL	.49	.44*	.45*	
31J	84	2	EL	.39	.40*	.46*	
31M	83	2	EL	.25@	.21*@	.39*	
31M	84	2	EL	.27@	.26*@	.35*	
31V	83	2	EL	.12@	.16*@	.30*	
31V	83	3	EL	.48@	.46*@	.58*	
31V	84	2	EL	.23	.29*	.30*	
31V	84	3	EL	.31	.16 @	.47*	
32D	83	2	EL	.46	.45*	.38*	
36C	83	2	EL	.25	.23*@	.33*	
36K	83	2	EL	.38	.34*	.37*	
36K	84	2	EL	.33@	.28*@	.42*	
13B	83	2	FA	.31	.27*@	.33*	
13B	83	3	FA	.28	.27*@	.34*	
13B	84	2	FA	.22	.19*@	.21*	
13B	84	3	FA	.29	.25*	.34*	
13F	83	2	FA	.42	.40*	.40*	
13F	83	3	FA	.43@*	.39*	.33*	
13F	84	2	FA	.40	.36*	.34*	

MOS	Year	Skl Lvl	AA	r AFQT	r GT	r Old AA	r New AA
13F	84	3	FA	.30	.32*	.24*	
43E	83	2	GM	-.09	-.09	-.04	
43E	84	2	GM	.21	.21*	.27*	
44B	83	2	GM	.30	.31*	.25*	
44B	84	2	GM	.32@	.33*@	.50*	
45K	84	2	GM	.22	.17	.24*	
51B	83	2	GM	.34@	.29*@	.44*	
51B	84	2	GM	.43@	.35*@	.52*	
51H	84	3	GM	.31	.35*	.29*	
52D	84	2	GM	.11@	.05 @	.33*	
55B	83	2	GM	.27	.26*	.32*	
55D	83	2	GM	-.01	.03	-.02	
55D	84	2	GM	.19@	.27*	.32*	
55G	84	3	GM	.37	.31*	.29*	
57H	83	2	GM	.08	.05	.15	
57H	84	2	GM	.06	.10	.17*	
62E	83	2	GM	.26	.22*@	.31*	
68J	83	2	GM	.14	.12 @	.28*	
45N	84	2	MM	.30	.25*	.38*	
62B	84	2	MM	.37@	.37*@	.60*	
63B	83	2	MM	.21@	.19*@	.29*	
63B	83	3	MM	.35	.26*@	.41*	
63B	84	2	MM	.42@	.41*@	.57*	
63D	83	2	MM	.14@	.17	.30*	
63D	84	2	MM	.50@	.51*@	.62*	
63G	84	2	MM	.54	.48*@	.65*	
63H	83	2	MM	.26	.27*	.28*	
63H	83	2	MM	.29	.26*@	.40*	
63H	84	2	MM	.52@	.52*@	.66*	
63N	83	2	MM	.30	.31*	.34*	
63N	83	3	MM	.39@	.33*@	.62*	
63N	84	2	MM	.30@	.29*@	.46*	
63S	83	2	MM	.15	.18	.27*	
63S	84	2	MM	.45	.43*	.52*	
63T	84	2	MM	.36	.34*	.40*	
63W	83	2	MM	.26	.27*	.32*	
63W	84	2	MM	.47@	.46*@	.61*	
63Y	83	2	MM	.17	.08	.18*	
63Y	84	2	MM	.45@	.45*@	.55*	
15D	83	2	OF	.35	.31*	.30*	.36
15D	84	2	OF	.34	.33*	.16*	.36*
15E	83	2	OF	.23@	.25*@	.27*	.36
16B	83	2	OF	.20	.17	.27*	.25
16D	83	2	OF	.05@	.04 @	.20*	.23
16D	84	2	OF	.27@	.19*@	.30*	.36
16E	83	2	OF	.20@	.20*@	.30*	.33
16E	84	2	OF	.46@	.43*@	.41*	.58*

MOS	Year	Skl Lvl	AA	r AFQT	r GT	r Old AA	r New AA
16E	84	3	OF	.28	.24	.25*	.28
16P	84	2	OF	.26@	.32*	.27*	.38*
16P	84	3	OF	.33	.31*	.26*	.32
16R	84	2	OF	.29	.27*@	.25*	.36*
16R	84	3	OF	.46	.43*	.28*	.40*
16S	84	2	OF	.30	.24*	.16*	.30*
16S	84	3	OF	.42	.43*	.43*	.47
64C	83	2	OF	.20@	.20*@	.22*	.27*
64C	83	3	OF	.25	.24	.08	.21
64C	84	2	OF	.29@	.27*@	.30*	.38*
64C	84	3	OF	.21	.17	.14*	.23
94B	83	2	OF	.37	.44*	.31*	.37
94B	83	3	OF	.29@	.29*@	.26*	.37*
05B	83	2	SC	.19@	.15*@	.28*	
05C	83	2	SC	.26	.24*@	.27*	
05C	84	2	SC	.29@	.28*@	.32*	
05C	84	3	SC	.29@	.27*@	.36*	
05H	83	2	SC	.48	.46*	.49*	
05H	84	2	SC	.37	.34*	.37*	
72E	83	2	SC	.14@	.09 @	.19*	
00R	84	3	ST	.30	.21*@	.34*	
05D	83	2	ST	.42	.41*	.47*	
05K	83	2	ST	.07@	.04 @	.18*	
05K	84	2	ST	.24@	.23*@	.38*	
13E	83	2	ST	.37	.33*	.38*	
13E	83	3	ST	.29@	.21*	.33*	
13E	84	2	ST	.47	.42*	.47*	
13E	84	3	ST	.48	.43*	.43*	
54E	83	2	ST	.39	.39*	.43*	
54E	83	3	ST	.49@	.46*@	.59*	
71P	84	2	ST	.21@	.25*@	.36*	
73D	83	2	ST	.14@	.16 @	.42*	
73D	84	2	ST	.20	.18 @	.31*	
74D	83	2	ST	.19	.20*	.21*	
74D	84	2	ST	.41	.46*	.45*	
74F	83	2	ST	.42	.42*	.36*	
74F	83	3	ST	.25	.30*	.38*	
82C	83	2	ST	.38	.35*	.40*	
82C	83	3	ST	.35	.24	.29*	
91C	83	3	ST	.20	.15*@	.23*	
91C	84	3	ST	.25@	.25*@	.35*	
91E	83	2	ST	.29	.25*@	.34*	
91E	84	2	ST	.26	.22*@	.30*	
91P	83	2	ST	.11	.06	.12	
91Q	84	2	ST	.27	.24*	.30*	
91R	83	2	ST	.44	.40*	.44*	
91R	84	2	ST	.43	.40*	.43*	

MOS	Year	Skl Lvl	AA	r AFQT	r GT	r Old AA	r New AA
92B	83	2	ST	.22@	.26*@	.46*	
92B	84	2	ST	.26	.29*	.33*	
93H	83	2	ST	.24	.22	.18	
93H	84	2	ST	.28@	.24*@	.39*	
93H	84	3	ST	.44	.55*	.53*	
93J	83	2	ST	.14	.21*	.23*	
93J	84	2	ST	.22	.22*	.24*	
95B	83	2	ST	.28@	.29*@	.33*	
95B	83	3	ST	.30	.34*	.37*	
95B	84	2	ST	.35	.34*	.36*	
95B	84	3	ST	.30	.29*@	.36*	
95C	83	2	ST	.04	.03	.02	
95C	84	2	ST	.27	.27*	.22*	
96B	84	2	ST	.50	.53*	.53*	
96B	84	3	ST	.46@	.47*@	.54*	
98C	83	2	ST	.31	.32*	.27*	
98C	83	3	ST	.30@	.34*@	.43*	
98C	84	2	ST	.30	.32*	.30	
98C	84	3	ST	.20@	.27*	.32*	
98G	83	2	ST	.29@	.30*@	.43*	
98G	83	3	ST	.23	.16 @	.31*	

APPENDIX B

TABLE B1

Variable Definitions for Table B2

SYMBOL	VARIABLE
Composite	GT or AA composite
Ed-Yrs	Years of Education
GED	General educational Degree (none=0)
HSG	High school graduate (graduate=0)
Ser-Time	Time (months) in service
Sex	Sex (male=0)
Train-MOS	SQT: MOS same as training MOS (different=0)
*	Indicates the variable is significant at the .10 level
**	Indicates significance at the .05 level

TABLE B2

##

M O S 71D

##

GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.37**	.08**	80	55.9831	0.002
Ed-Yrs	-.52	-.01	90	59.6831	0.005
Ged	-2.14	-.46	100	63.3831	0.011
Hsg	-.78	-7.71	110	67.0831	0.025
Ser-Time	.16**	.02**	120	70.7831	0.053
Sex	-.55	.15			
Train-Mos	2.87**	.47			

APTITUDE AREA SCORE ESTIMATES (CL)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.44**	.07**	80	53.1315	0.002
Ed-Yrs	-.28	.06	90	57.5315	0.005
Ged	-3.19	-.39	100	61.9315	0.010
Hsg	.34	-7.69	110	66.3315	0.020
Ser-Time	.16**	.02*	120	70.7315	0.039
Sex	-1.59	-.15			
Train-Mos	2.32**	.45			

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M O S 71L

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.33**	.04**	80	53.0058	0.016
Ed-Yrs	-.03	-.02	90	56.3058	0.023
Ged	1.81	.23	100	59.6058	0.034
Hsg	-1.31	-.19	110	62.9058	0.05
Ser-Time	.02	-.01	120	66.2058	0.073
Sex	1.51*	.03			
Train-Mos	.91	-.09			

APTITUDE AREA SCORE ESTIMATES (CL)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.37**	.05**	80	50.3995	0.018
Ed-Yrs	.01	-.01	90	54.0995	0.030
Ged	1.55	.22	100	57.7995	0.049
Hsg	-.44	-.10	110	61.4995	0.078
Ser-Time	.04	-.01	120	65.1995	0.122
Sex	1.03	-.05			
Train-Mos	.27	-.15			

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M O S 71M

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.36**	.08**	80	71.6819	0.125
Ed-Yrs	-.51	.11	90	75.2819	0.242
Ged	-10.93*	-1.93	100	78.8819	0.415
Hsg	2.58	.30	110	82.4819	0.613
Ser-Time	-.01	.01	120	86.0819	0.779
Sex	5.58**	1.21**			
Train-Mos	1.77	.52			

APTITUDE AREA SCORE ESTIMATES (CL)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.22**	.06**	80	75.0267	0.327
Ed-Yrs	-.08	.16	90	77.2267	0.469
Ged	-9.41	-1.28	100	79.4267	0.617
Hsg	4.	.42	110	81.6267	0.746
Ser-Time	.01	.02	120	83.8267	0.842
Sex	4.41*	.96			
Train-Mos	4.37*	.80			

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M O S 73C

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.25**	.05**	80	74.6267	0.214
Ed-Yrs	.21	-.06	90	77.1267	0.310
Ged	1.13	.36	100	79.6267	0.426
Hsg	1.13	-.15	110	82.1267	0.550
Ser-Time	.04	.01	120	84.6267	0.669
Sex	-1.15	-.29			
Train-Mos	5.86**	1.29**			

APTITUDE AREA SCORE ESTIMATES (CL)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.23**	.05**	80	75.4517	0.352
Ed-Yrs	.32	-.04	90	77.7517	0.473
Ged	1.5	.43	100	80.0517	0.597
Hsg	1.25	-.13	110	82.3517	0.709
Ser-Time	.05	.01	120	84.6517	0.801
Sex	-1.49	-.34			
Train-Mos	6.04**	1.26**			

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M O S 75B

##

GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.38**	.08**	80	58.2154	0.035
Ed-Yrs	.39	.17*	90	62.0154	0.075
Ged	-4.43**	-.64	100	65.8154	0.153
Hsg	2.8*	.78**	110	69.6154	0.287
Ser-Time	.05*	.01	120	73.4154	0.472
Sex	-.99	-.27			
Train-Mos	6.27**	.64**			

APTITUDE AREA SCORE ESTIMATES (CL)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.46**	.08**	80	54.1341	0.009
Ed-Yrs	.5	.19**	90	58.7341	0.021
Ged	-4.95**	-.64	100	63.3341	0.045
Hsg	3.86**	.89**	110	67.9341	0.095
Ser-Time	.09**	.01*	120	72.5341	0.189
Sex	-1.99*	-.43			
Train-Mos	5.63**	.51**			

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M O S 75C

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.35**	.06**	80	65.9003	0.138
Ed-Yrs	-.39	-.10	90	69.4003	0.225
Ged	-.18	-.80	100	72.9003	0.346
Hsg	-6.93**	-.17	110	76.4003	0.491
Ser-Time	.06	.02	120	79.9003	0.638
Sex	-2.37	.34			
Train-Mos	2.36	.03			

APTITUDE AREA SCORE ESTIMATES (CL)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.35**	.05**	80	64.0963	0.100
Ed-Yrs	-.11	-.05	90	67.5963	0.155
Ged	-.54	.74	100	71.0963	0.232
Hsg	-6.45*	-.12	110	74.5963	0.333
Ser-Time	.06	.01	120	78.0963	0.452
Sex	-2.38	.05			
Train-Mos	2.65	.09			

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M O S 75D

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.41**	.10**	80	58.4654	0.017
Ed-Yrs	-1.6**	-.25*	90	62.5654	0.044
Ged	-1.87	-1.36*	100	66.6654	0.111
Hsg	2.08	1.03*	110	70.7654	0.253
Ser-Time	.08	-.01	120	74.8654	0.480
Sex	-4.58**	-.25			
Train-Mos	9.57**	1.33**			

APTITUDE AREA SCORE ESTIMATES (CL)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.45**	.10**	80	55.5742	0.006
Ed-Yrs	-1.85**	-.31**	90	60.0742	0.017
Ged	-1.54	-1.30	100	64.5742	0.045
Hsg	1.47	.90	110	69.0742	0.114
Ser-Time	.11*	.00	120	73.5742	0.258
Sex	-4.81**	-.42			
Train-Mos	8.45**	1.13**			

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M O S 75F

##########

GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.21**	.05**	80	66.6583	0.129
Ed-Yrs	-.07	.12	90	68.7583	0.196
Ged	3.69	.64	100	70.8583	0.286
Hsg	.67	-.16	110	72.9583	0.398
Ser-Time	.06	.02	120	75.0583	0.522
Sex	1.72	.27			
Train-Mos	.00	.00			

APTITUDE AREA SCORE ESTIMATES (CL)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.29**	.07**	80	63.6595	0.036
Ed-Yrs	-.16	.08	90	66.5595	0.069
Ged	2.54	.34	100	69.4595	0.131
Hsg	1.24	-.04	110	72.3595	0.232
Ser-Time	.07	.02	120	75.2595	0.379
Sex	.86	.06			
Train-Mos	.00	.00			

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M O S 76C

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.14**	.02**	80	70.1422	0.174
Ed-Yrs	.38	.13	90	71.5422	0.204
Ged	-.88	-.33	100	72.9422	0.239
Hsg	2.61	.52	110	74.3422	0.277
Ser-Time	.03	.00	120	75.7422	0.319
Sex	-2.71*	-.75**			
Train-Mos	2.79	-.32			

APTITUDE AREA SCORE ESTIMATES (CL)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.16**	.03**	80	69.4641	0.223
Ed-Yrs	.19	.10	90	71.0641	0.279
Ged	-1.36	-.40	100	72.6641	0.343
Hsg	2.49	.50	110	74.2641	0.414
Ser-Time	.04	-.00	120	75.8641	0.488
Sex	-2.88*	-.78**			
Train-Mos	3.82	-5.14			

M O S 76P

GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.24**	.05**	80	56.3952	0.079
Ed-Yrs	1.35	.13	90	58.7952	0.124
Ged	-12.26**	.34	100	61.1952	0.190
Hsg	3.13	.04	110	63.5952	0.279
Ser-Time	.09	.05**	120	65.9952	0.389
Sex	.04	.16			
Train-Mos	1.42	.08			

APTITUDE AREA SCORE ESTIMATES (CL)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.33**	.06**	80	53.5923	0.031
Ed-Yrs	1.07	.09	90	56.8923	0.056
Ged	-11.94**	.35	100	60.1923	0.097
Hsg	3.36	.09	110	63.4923	0.164
Ser-Time	.10	.05**	120	66.7923	0.264
Sex	-.96	.02			
Train-Mos	1.25	.05			

M O S 76V

GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.23**	.03**	80	62.2784	0.130
Ed-Yrs	2.52**	.31*	90	64.5784	0.168
Ged	-2.63	-.95	100	66.8784	0.214
Hsg	6.25**	1.24**	110	69.1784	0.269
Ser-Time	.03	-.02	120	71.4784	0.332
Sex	.48	-.11			
Train-Mos	-.47	.34			

APTITUDE AREA SCORE ESTIMATES (CL)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.31**	.03**	80	60.3676	0.049
Ed-Yrs	2.21**	.28*	90	63.4676	0.065
Ged	-1.7	-.86	100	66.5676	0.085
Hsg	5.47**	1.18**	110	69.6676	0.112
Ser-Time	.05	-.02	120	72.7676	0.145
Sex	-.84	-.23			
Train-Mos	-.39	.35			

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M O S 76W

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.13*	.02*	80	71.1629	0.227
Ed-Yrs	1.38	.07	90	72.4629	0.264
Ged	-6.52	.36	100	73.7629	0.304
Hsg	4.51	.23	110	75.0629	0.348
Ser-Time	.00	.01	120	76.3629	0.395
Sex	-6.08**	-1.03*			
Train-Mos	2.46	.76**			

APTITUDE AREA SCORE ESTIMATES (CL)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.18**	.03**	80	70.2036	0.292
Ed-Yrs	1.38	.07	90	72.0036	0.358
Ged	-6.11	.46	100	73.8036	0.429
Hsg	4.51	.23	110	75.6036	0.503
Ser-Time	.01	.01	120	77.4036	0.578
Sex	-6.78**	-1.08**			
Train-Mos	2.37	.77**			

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M O S 76Y

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.21**	.04**	80	79.5426	0.655
Ed-Yrs	.13	-.04	90	81.6426	0.739
Ged	1.54	.43	100	83.7426	0.809
Hsg	1.49	-.06	110	85.8426	0.863
Ser-Time	.10**	.02**	120	87.9426	0.904
Sex	-.99	-.17			
Train-Mos	.95	.12			

APTITUDE AREA SCORE ESTIMATES (CL)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.25**	.04**	80	77.4779	0.509
Ed-Yrs	.15	-.03	90	79.9779	0.608
Ged	1.67	.45	100	82.4779	0.698
Hsg	1.81	.01	110	84.9779	0.775
Ser-Time	.11**	.02**	120	87.4779	0.837
Sex	-1.17	-.16			
Train-Mos	.50	.04			

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M O S 76Y SKILL LEVEL 3

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.24**	.05**	80	75.9762	0.350
Ed-Yrs	-1.04*	-.26*	90	78.3762	0.470
Ged	-.04	.17	100	80.7762	0.594
Hsg	-.28	-.11	110	83.1762	0.707
Ser-Time	-.03	-.01	120	85.5762	0.799
Sex	-2.13	-.70**			
Train-Mos	1.0	.08			

APTITUDE AREA SCORE ESTIMATES (CL)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.26**	.06**	80	75.0958	0.337
Ed-Yrs	-1.06*	-.27**	90	77.6958	0.481
Ged	.49	.26	100	80.2958	0.628
Hsg	-.19	-.07	110	82.8958	0.755
Ser-Time	-.02	-.01	120	85.4958	0.848
Sex	-2.33	-.75**			
Train-Mos	.68	.01			

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M O S 11B

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.28**	.08**	80	66.4942	0.037
Ed-Yrs	-.18	-.04	90	69.2942	0.075
Ged	.34	-.27	100	72.0942	0.148
Hsg	-.08	-.02	110	74.8942	0.272
Ser-Time	-.02**	.00	120	77.6942	0.444
Sex	.00	.00			
Train-Mos	2.4	.6			

APTITUDE AREA SCORE ESTIMATES (CO)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.37**	.09**	80	64.8497	0.052
Ed-Yrs	.22	.09	90	68.5497	0.118
Ged	.36	-.18	100	72.2497	0.248
Hsg	-.13	-.03	110	75.9497	0.448
Ser-Time	.00	.01**	120	79.6497	0.666
Sex	.00	.00			
Train-Mos	1.55**	.48**			

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M O S 11C

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.21**	.05**	80	68.1418	0.040
Ed-Yrs	.37	.33**	90	70.2418	0.064
Ged	.23	.44	100	72.3418	0.101
Hsg	-.27	-.52	110	74.4418	0.157
Ser-Time	.06**	.02**	120	76.5418	0.234
Sex	6.63	-4.27			
Train-Mos	4.33**	1.56**			

APTITUDE AREA SCORE ESTIMATES (CO)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.29**	.07**	80	66.9085	0.026
Ed-Yrs	.66	.45**	90	69.8085	0.051
Ged	1.34	.89	100	72.7085	0.097
Hsg	-.10	-.44	110	75.6085	0.178
Ser-Time	.09**	.03**	120	78.5085	0.303
Sex	4.49	-4.82			
Train-Mos	4.08**	1.60**			

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M O S 11H

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.24**	.06**	80	67.7861	.026
Ed-Yrs	.14	.01	90	70.1861	0.046
Ged	-3.43**	-1.42	100	72.5861	0.081
Hsg	.33	-.15	110	74.9861	0.138
Ser-Time	.01	.00	120	77.3861	0.226
Sex	-1.54	-5.85			
Train-Mos	.72	-.29			

APTITUDE AREA SCORE ESTIMATES (CO)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.29**	.07**	80	66.4287	0.042
Ed-Yrs	.38	.15	90	69.3287	0.081
Ged	-3.51**	-1.66	100	72.2287	0.150
Hsg	.15	-.08	110	75.1287	0.262
Ser-Time	.01	.00	120	78.0287	0.417
Sex	6.02	-4.08			
Train-Mos	.6	-.31			

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M O S 12B

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.15**	.03**	80	86.3339	0.801
Ed-Yrs	-.15	-.09	90	87.8339	0.844
Ged	-.56	-.32	100	89.3339	0.880
Hsg	.26	-.13	110	90.8339	0.908
Ser-Time	.03	.00	120	92.3339	0.930
Sex	.00	.00			
Train-Mos	3.75**	.50**			

APTITUDE AREA SCORE ESTIMATES (CO)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.17	.04	80	85.8126	0.838
Ed-Yrs	.07	-.05	90	87.5126	0.885
Ged	-.42	-.28	100	89.2126	0.920

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M O S 12C

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.11**	.05**	80	87.0239	0.795
Ed-Yrs	-1.04	-.06	90	88.1239	0.865
Ged	1.49	-.58	100	89.2239	0.914
Hsg	-2.18	-.4	110	90.3239	0.946
Ser-Time	.04	.01	120	91.4239	0.966
Sex	0	0			
Train-Mos	1.86	.48			

APTITUDE AREA SCORE ESTIMATES (CO)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.17**	.06**	80	85.7871	0.707
Ed-Yrs	-1.04	-.07	90	87.4871	0.814
Ged	1.65	-.48	100	89.1871	0.889
Hsg	-2.61	-.50	110	90.8871	0.936
Ser-Time	.03	.00	120	92.5871	0.964
Sex	.00	.00			
Train-Mos	1.72	.34			

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M O S 12E

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.08**	.01	80	91.0773	0.975
Ed-Yrs	-.22	-.06	90	91.8773	0.977
Ged	3.33	4.92	100	92.6773	0.980
Hsg	-2.33*	-1.43	110	93.4773	0.981
Ser-Time	-.05	-.09	120	94.2773	0.985
Sex	.00	.00			
Train-Mos	-2.02*	.00			

APTITUDE AREA SCORE ESTIMATES (CO)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.17**	.14**	80	90.9748	0.799
Ed-Yrs	-.02	-.24	90	92.6748	0.942
Ged	2.04	5.52	100	94.3748	0.985
Hsg	-1.86	-1.61	110	96.0748	0.996
Ser-Time	-.06	-.08	120	97.7748	0.999
Sex	.00	.00			
Train-Mos	2.18**	-.54			

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M O S 19D

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.33**	.06**	80	60.6772	0.027
Ed-Yrs	.43	.26	90	63.9772	0.048
Ged	.84	-.03	100	67.2772	0.084
Hsg	2.09	.51	110	70.5772	0.143
Ser-Time	-.02	.01	120	73.8772	0.233
Sex	.00	.00			
Train-Mos	1.15	.29			

APTITUDE AREA SCORE ESTIMATES (CO)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.46**	.08**	80	58.5017	0.032
Ed-Yrs	1.13*	.42**	90	63.1017	0.069
Ged	.63	-.02	100	67.7017	0.141
Hsg	2.74*	.56	110	72.3017	0.268
Ser-Time	.01	.01	120	76.9017	0.448
Sex	.00	.00			
Train-Mos	.91	.19			

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M O S 19E

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.24**	.04**	80	69.1504	0.151
Ed-Yrs	.11	.01	90	71.5504	0.210
Ged	-1.68	-.14	100	73.9504	0.284
Hsg	.46	.03	110	76.3504	0.372
Ser-Time	.01	.01	120	78.7504	0.469
Sex	.00	.00			
Train-Mos	-6.3	-7.09			

APTITUDE AREA SCORE ESTIMATES (CO)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.33**	.06**	80	67.0687	0.138
Ed-Yrs	.44	.07	90	70.3687	0.226
Ged	-1.78	-.18	100	73.6687	0.348
Hsg	.40	.02	110	76.9687	0.493
Ser-Time	.03*	.01**	120	80.2687	0.639
Sex	.00	.00			
Train-Mos	-2.81	-6.46			

M O S 11B SKILL LEVEL 3

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.35**	.06**	80	63.8333	0.023
Ed-Yrs	-.05	.01	90	67.3333	0.041
Ged	.06	-1.42	100	70.8333	0.072
Hsg	-.21	.15	110	74.3333	0.123
Ser-Time	.00	.00	120	77.8333	0.204
Sex	.00	-5.85			
Train-Mos	3.72**	-.29**			

APTITUDE AREA SCORE ESTIMATES (CO)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.43**	.07**	80	62.9978	0.070
Ed-Yrs	.38	.04	90	67.2978	0.132
Ged	.19	.12	100	71.5978	0.234
Hsg	.23	-.18	110	75.8978	0.381
Ser-Time	-.01	.00	120	80.1978	0.553
Sex	.00	.00			
Train-Mos	3.09**	.65**			

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M O S 11H SKILL LEVEL 3

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.27**	.07**	80	65.7019	0.082
Ed-Yrs	-1.27	-.30	90	68.4019	0.153
Ged	7.00	1.50	100	71.1019	0.267
Hsg	1.02	.06	110	73.8019	0.423
Ser-Time	-.04	.00	120	76.5019	0.596
Sex	.00	.00			
Train-Mos	-9.10*	-1.79			

APTITUDE AREA SCORE ESTIMATES (CO)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.34**	.06**	80	65.7611	0.086
Ed-Yrs	-.23	-.01	90	69.1611	0.146
Ged	5.43	1.23	100	72.5611	0.238
Hsg	3.05	.48	110	75.9611	0.363
Ser-Time	.04	.02	120	79.3611	0.509
Sex	.00	.00			
Train-Mos	-4.18	-.77			

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M O S 12B SKILL LEVEL 3

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.20**	.06**	80	85.9232	0.736
Ed-Yrs	-.24	-.04	90	87.9232	0.836
Ged	.21	-.11	100	89.9232	0.903
Hsg	.69	.01	110	91.9232	0.944
Ser-Time	.06*	.02	120	93.9232	0.969
Sex	.00	.00			
Train-Mos	1.3	.67			

APTITUDE AREA SCORE ESTIMATES (CO)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.21**	.05**	80	86.3487	0.631
Ed-Yrs	.20	.10	90	88.4487	0.738
Ged	.35	.02	100	90.5487	0.823
Hsg	.71	-.01	110	92.6487	0.885
Ser-Time	.06*	.01	120	94.7487	0.927
Sex	.00	.00			
Train-Mos	.73	.44			

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M O S 19E SKILL LEVEL 3

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.24**	.04**	80	65.1407	0.112
Ed-Yrs	.74	.34*	90	67.5407	0.158
Ged	-5.48**	-.53	100	69.9407	0.219
Hsg	2.51	.58	110	72.3407	0.295
Ser-Time	.08*	.00	120	74.7407	0.385
Sex	.00	.00			
Train-Mos	-2.02	-.30			

APTITUDE AREA SCORE ESTIMATES (CO)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.35**	.05**	80	63.9976	0.118
Ed-Yrs	.66	.35*	90	67.4976	0.181
Ged	-4.61*	-.41	100	70.9976	0.267
Hsg	1.23	.43	110	74.4976	0.375
Ser-Time	.10	.00	120	77.9976	0.497
Sex	.00	.00			
Train-Mos	-1.22	-.22			

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M O S 17K

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.13**	.02**	80	77.6416	0.552
Ed-Yrs	.52	.24	90	78.9416	0.601
Ged	4.95	1.11	100	80.2416	0.648
Hsg	-.14	-.13	110	81.5416	0.692
Ser-Time	.12	.03	120	82.8416	0.735
Sex	.00	.00			
Train-Mos	.33	-.48			

APTITUDE AREA SCORE ESTIMATES (EL)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.18**	.03*	80	75.6632	0.579
Ed-Yrs	.36	.23	90	77.4632	0.650
Ged	3.29	.90	100	79.2632	0.715
Hsg	.22	-.41	110	81.0632	0.772
Ser-Time	.15*	.03*	120	82.8632	0.820
Sex	.00	.00			
Train-Mos	.69	-.43			

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M O S 26Q

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.26**	.07**	80	77.3094	0.409
Ed-Yrs	-1.27	-.35	90	79.9094	0.583
Ged	8.31**	1.08	100	82.5094	0.738
Hsg	-7.62**	-2.07**	110	85.1094	0.850
Ser-Time	.11	.02	120	87.7094	0.919
Sex	-5.67	-2.18**			
Train-Mos	2.39	.69			

APTITUDE AREA SCORE ESTIMATES (EL)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.41**	.10**	80	71.6965	0.119
Ed-Yrs	-.75	-.14	90	75.7965	0.268
Ged	.07**	.87	100	79.8965	0.499
Hsg	-7.0**	-1.82**	110	83.9965	0.730
Ser-Time	.04	.00	120	88.0965	0.880
Sex	-2.73	-1.22			
Train-Mos	.87	.23			

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M O S 31E

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.43**	.07**	80	74.0444	0.497
Ed-Yrs	-1.23	-.45	90	78.3444	0.666
Ged	-10.43*	-1.12	100	82.6444	0.801
Hsg	2.40	.59	110	86.9444	0.890
Ser-Time	.16	.03**	120	91.2444	0.942
Sex	1.34*	.21			
Train-Mos	4.61*	.55			

APTITUDE AREA SCORE ESTIMATES (EL)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.49**	.06**	80	70.2925	0.294
Ed-Yrs	-.78	-.28	90	75.1925	0.432
Ged	-7.88	-.67	100	80.0925	0.581
Hsg	2.06	.65	110	84.9925	0.716
Ser-Time	.21**	.03**	120	89.8925	0.821
Sex	10.98**	1.46**			
Train-Mos	6.38*	.72			

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M O S 31M

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.28**	.05**	80	83.7101	0.640
Ed-Yrs	-.85	-.23	90	86.5101	0.746
Ged	1.56	.74	100	89.3101	0.829
Hsg	.63	-.35	110	92.1101	0.889
Ser-Time	.04*	.01	120	94.9101	0.929
Sex	-10.55**	-1.97**			
Train-Mos	1.53*	.34			

APTITUDE AREA SCORE ESTIMATES (EL)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.32**	.09	80	77.6153	0.476
Ed-Yrs	-.69	-.20	90	80.8153	0.690
Ged	1.44	.71	100	84.0153	0.846
Hsg	-.79	-.43	110	87.2153	0.931
Ser-Time	.06**	.01	120	90.4153	0.971
Sex	-5.74**	-.91**			
Train-Mos	1.09	.23			

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M O S 32D

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.22	.04**	80	69.4489	0.162
Ed-Yrs	1.93**	.11	90	71.6489	0.223
Ged	-1.92	-1.01	100	73.8489	0.300
Hsg	.24	.27	110	76.0489	0.390
Ser-Time	.16**	.03**	120	78.2489	0.488
Sex	3.07	.32			
Train-Mos	3.24	1.37**			

APTITUDE AREA SCORE ESTIMATES (EL)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.32**	.04*	80	65.7728	0.117
Ed-Yrs	1.94	.16	90	68.9728	0.166
Ged	-2.39	-.79	100	72.1728	0.228
Hsg	-.43	.20	110	75.3728	0.306
Ser-Time	.18**	.03**	120	78.5728	0.397
Sex	7.56**	.94			
Train-Mos	2.94	1.39**			

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M O S 36C

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.15**	.03**	80	67.7593	0.110
Ed-Yrs	-3.67**	-.85*	90	69.2593	0.143
Ged	1.94	-.25	100	70.7593	0.183
Hsg	-6.5**	-.91*	110	72.2593	0.233
Ser-Time	.07	.03*	120	73.7593	0.290
Sex	-4.97**	-.39			
Train-Mos	4.74**	.47			

APTITUDE AREA SCORE ESTIMATES (EL)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.18**	.05**	80	67.6283	0.073
Ed-Yrs	-3.81**	-.93*	90	69.4283	0.115
Ged	2.42	-.19	100	71.2283	0.176
Hsg	-6.55**	-2.00	110	73.0283	0.260
Ser-Time	.10**	.03*	120	74.8283	0.367
Sex	-1.47	.46			
Train-Mos	4.14**	.25			

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M O S 36K

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.18**	.05**	80	73.4454	0.234
Ed-Yrs	-.21	-.07	90	75.2454	0.335
Ged	-.12	-.94	100	77.0454	0.454
Hsg	.24	.48	110	78.8454	0.578
Ser-Time	.05	.00	120	80.6454	0.693
Sex	-1.98	-.63			
Train-Mos	2.15	1.36**			

APTITUDE AREA SCORE ESTIMATES (EL)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.24**	.08	80	71.9449	0.128
Ed-Yrs	-.37	-.26	90	74.3449	0.246
Ged	-.44	-1.06	100	76.7449	0.421
Hsg	.06	.21	110	79.1449	0.618
Ser-Time	.07*	.01	120	81.5449	0.782
Sex	2.05	.49			
Train-Mos	1.14	1.26			

M O S 13B

GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.23**	.04**	80	70.5846	0.206
Ed-Yrs	.13	-.05	90	72.8846	0.279
Ged	1.97	.32	100	75.1846	0.367
Hsg	-.55	-.11	110	77.4846	0.463
Ser-Time	.10**	.01**	120	79.7846	0.563
Sex	13.04	6.96			
Train-Mos	3.48**	.54**			

APTITUDE AREA SCORE ESTIMATES (FA)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.38**	.07**	80	67.4836	0.141
Ed-Yrs	-.27	-.14	90	71.2836	0.248
Ged	1.26	.19	100	75.0836	0.399
Hsg	-.94	-.21	110	78.8836	0.572
Ser-Time	.12**	.02**	120	82.6836	0.729
Sex	16.75	7.65			
Train-Mos	3.62**	.62**			

M O S 13F

GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.31**	.05**	80	67.8193	0.079
Ed-Yrs	.86	.30**	90	70.9193	0.125
Ged	-2.13	.15	100	74.0193	0.190
Hsg	.51	.26	110	77.1193	0.279
Ser-Time	.08*	.00	120	80.2193	0.390
Sex	.00	.00			
Train-Mos	2.18	.2			

APTITUDE AREA SCORE ESTIMATES (FA)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.46**	.08**	80	61.2706	0.033
Ed-Yrs	.72	.28*	90	65.8706	0.071
Ged	-2.09	.12	100	70.4706	0.146
Hsg	1.53	.47	110	75.0706	0.275
Ser-Time	.12**	.01	120	79.6706	0.458
Sex	.00	.00			
Train-Mos	1.53	.13			

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M O S 13B SKILL LEVEL 3

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.23**	.04**	80	75.1771	0.367
Ed-Yrs	-1.24	-.03	90	77.4771	0.464
Ged	.67	-.43	100	79.7771	0.563
Hsg	-4.43	.20	110	82.0771	0.658
Ser-Time	.01	.00	120	84.3771	0.742
Sex	.00	.00			
Train-Mos	.02	.42			

APTITUDE AREA SCORE ESTIMATES (FA)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.41**	.06	80	71.3515	0.285
Ed-Yrs	-2.09	-.15	90	75.4515	0.420
Ged	-.72	-.68	100	79.5515	0.569
Hsg	-4.27	.26	110	83.6515	0.706
Ser-Time	.06	.01	120	87.7515	0.814
Sex	.00	.00			
Train-Mos	.19	.48			

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M O S 13F SKILL LEVEL 3

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.33**	.10**	80	65.4297	0.017
Ed-Yrs	-1.48	-.50*	90	68.7297	0.046
Ged	-7.31	-2.49*	100	72.0297	0.115
Hsg	5.80*	1.01	110	75.3297	0.261
Ser-Time	.08	.04	120	78.6297	0.490
Sex	.00	.00			
Train-Mos	-.11	.90			

APTITUDE AREA SCORE ESTIMATES (FA)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.36**	.13**	80	63.0767	0.008
Ed-Yrs	-1.53	-.54*	90	66.6767	0.030
Ged	-5.36	-1.93	100	70.2767	0.102
Hsg	4.98	.58	110	73.8767	0.293
Ser-Time	.08	.04	120	77.4767	0.604
Sex	.00	.00			
Train-Mos	-1.22	.69			

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M O S 51B

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.2**	.05**	80	79.7798	0.157
Ed-Yrs	.23	-.07**	90	81.7798	0.235
Ged	3.38	-.94*	100	83.7798	0.337
Hsg	-.56	.48**	110	85.7798	0.455
Ser-Time	.07	.00	120	87.7798	0.580
Sex	-12.00**	-.63			
Train-Mos	3.74*	1.36			

APTITUDE AREA SCORE ESTIMATES (GM)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.35**	.06**	80	77.4565	0.577
Ed-Yrs	.2	-.68	90	80.9565	0.713
Ged	.86	1.31	100	84.4565	0.819
Hsg	-.16	-2.05	110	87.9565	0.892
Ser-Time	.09	.02	120	91.4565	0.938
Sex	-8.71*	-.83			
Train-Mos	2.69	.10*			

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M O S 55B

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.24**	.10**	80	61.204	0.003
Ed-Yrs	-1.49	-.84	90	63.604	0.008
Ged	-1.88	-6.07	100	66.004	0.021
Hsg	-.98	-.16	110	68.404	0.054
Ser-Time	.07	.03	120	70.804	0.135
Sex	-3.23	-.09			
Train-Mos	-.28	1.18			

APTITUDE AREA SCORE ESTIMATES (GM)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.30**	.09**	80	61.4144	0.005
Ed-Yrs	-1.24	-.30	90	64.4144	0.012
Ged	2.1	-6.39	100	67.4144	0.029
Hsg	.43	.78	110	70.4144	0.068
Ser-Time	.08	.03	120	73.4144	0.152
Sex	1.62	1.41			
Train-Mos	-.54	1.07			

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M O S 57H

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.02	-.01	80	69.3267	0.094
Ed-Yrs	3.35	1.33	90	69.5267	0.085
Ged	9.26	1.01**	100	69.7267	0.078
Hsg	4.52	1.59	110	69.9267	0.071
Ser-Time	.05	.00	120	70.1267	0.065
Sex	-5.83	-2.01			
Train-Mos	-.43	.13			

APTITUDE AREA SCORE ESTIMATES (GM)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.07	.01	80	69.1189	0.159
Ed-Yrs	3.33	1.32**	90	69.8189	0.173
Ged	8.75	.83	100	70.5189	0.188
Hsg	4.67	1.67	110	71.2189	0.204
Ser-Time	.06	.01	120	71.9189	0.221
Sex	-5.27	-2.03			
Train-Mos	-.33	.14			

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M O S 62E

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.18**	.03**1	80	67.8027	0.044
Ed-Yrs	-1.14	-.15	90	69.6027	0.059
Ged	4.74	.53	100	71.4027	0.078
Hsg	-6.59**	-.94	110	73.2027	0.102
Ser-Time	.04	-.01	120	75.0027	0.133
Sex	-14.71**	-6.15			
Train-Mos	.60	-.14			

APTITUDE AREA SCORE ESTIMATES (GM)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.26**	.06**	80	65.362	0.056
Ed-Yrs	-.76	-.12	90	67.962	0.098
Ged	4.67**	.56	100	70.562	0.166
Hsg	-5.77*	-.88	110	73.162	0.265
Ser-Time	.06	.00	120	75.762	0.397
Sex	-13.07*	-5.79			
Train-Mos	.36	-.17			

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M O S 63B

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.11**	.02**	80	82.2228	0.724
Ed-Yrs	-.49	-.17	90	83.3228	0.762
Ged	.74	.16	100	84.4228	0.796
Hsg	.05	-.19	110	85.5228	0.827
Ser-Time	.04**	.01**	120	86.6228	0.854
Sex	-4.53**	-.91**			
Train-Mos	1.17**	.23*			

APTITUDE AREA SCORE ESTIMATES (MM)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.18**	.04**	80	80.4054	0.650
Ed-Yrs	-.50	-.18	90	82.2054	0.735
Ged	.75	.18	100	84.0054	0.805
Hsg	.06	-.20	110	85.8054	0.860
Ser-Time	.04**	.01**	120	87.6054	0.902
Sex	-1.38	-.27			
Train-Mos	1.05**	.21			

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M O S 63D

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.09**	.04	80	90.0405	0.975
Ed-Yrs	-1.34	-1.58	90	90.9405	0.983
Ged	-4.50	-2.83**	100	91.8405	0.989
Hsg	-1.10	-1.71	110	92.7405	0.992
Ser-Time	-.04	.04	120	93.6405	0.995
Sex	0	0			
Train-Mos	1.71	8.61			

APTITUDE AREA SCORE ESTIMATES (MM)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.18**	.05	80	87.006	0.954
Ed-Yrs	-.37	-.92	90	88.806	0.972
Ged	-4.68	-3.02**	100	90.606	0.983
Hsg	.98	-.74	110	92.406	0.989
Ser-Time	-.04	.04	120	94.206	0.994
Sex	0	0			
Train-Mos	3.32	8.93			

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M O S 63H

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.13**	.04**	80	77.7847	0.572
Ed-Yrs	.26	.03	90	79.0847	0.666
Ged	3.34*	.68	100	80.3847	0.749
Hsg	.13	-.03	110	81.6847	0.816
Ser-Time	-.02	-.01	120	82.9847	0.869
Sex	2.96*	-.12			
Train-Mos	-.81	-.76**			

APTITUDE AREA SCORE ESTIMATES (MM)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.13**	.04**	80	76.2404	0.432
Ed-Yrs	.19	.02	90	77.5404	0.532
Ged	3.35*	.65	100	78.8404	0.629
Hsg	-.07	-.07	110	80.1404	0.717
Ser-Time	-.03	-.02*	120	81.4404	0.790
Sex	-.20	.63			
Train-Mos	-.86	-.74**			

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M O S 63N

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.17**	.05**	80	75.8893	0.290
Ed-Yrs	-.41	.00	90	77.5893	0.402
Ged	-3.71	-.34	100	79.2893	0.526
Hsg	-.12	.02	110	80.9893	0.647
Ser-Time	.06	.02	120	82.6893	0.751
Sex	.00	.00			
Train-Mos	.00	.00			

APTITUDE AREA SCORE ESTIMATES (MM)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.22**	.06**	80	73.63838	0.082
Ed-Yrs	-.39	.00	90	75.83838	0.140
Ged	-.327	-.20	100	78.03838	0.228
Hsg	.21	.10	110	80.23838	0.350
Ser-Time	.04	.01	120	82.43838	0.496
Sex	.00	.00			
Train-Mos	.00	.00			

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M O S 63S

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.08*	.67	80	92.8937	1
Ed-Yrs	-.13	3.72	90	93.6937	1
Ged	2.50	1.49	100	94.4937	1
Hsg	-.05	.50	110	95.2937	1
Ser-Time	.03	.43	120	96.0937	1
Sex	.18	1.39			
Train-Mos	1.92	16.69			

APTITUDE AREA SCORE ESTIMATES (MM)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.13**	.10	80	91.7482	0.984
Ed-Yrs	-.17	.53	90	93.0482	0.994
Ged	3.00	6.38	100	94.3482	0.998
Hsg	-.17	-.43	110	95.6482	0.999
Ser-Time	.03	.08	120	96.9482	1
Sex	-.29	4.18			
Train-Mos	2.83	9.15			

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M O S 63W

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.19**	.06**	80	88.2681	0.828
Ed-Yrs	.67	-.29	90	90.1681	0.898
Ged	-.89	.21	100	92.0681	0.941
Hsg	1.84	-.31	110	93.9681	0.967
Ser-Time	.04	.01	120	95.8681	0.982
Sex	-.30	-.67			
Train-Mos	-.26	.13			

APTITUDE AREA SCORE ESTIMATES (MM)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.23**	.06**	80	85.8214	0.738
Ed-Yrs	.06	-.39	90	88.1214	0.837
Ged	-1.22	.03	100	90.4214	0.904
Hsg	1.2	-.32	110	92.7214	0.945
Ser-Time	.02	.01	120	95.0214	0.969
Sex	-.75	.19			
Train-Mos	-4.83	.08			

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M O S 63Y

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.05	-	80	93.072	1
Ed-Yrs	.04	-	90	93.572	1
Ged	-.93	-	100	94.072	1
Hsg	-.26	-	110	94.572	1
Ser-Time	.03	-	120	95.072	1
Sex	-11.15**	-			
Train-Mos	-1.23	-			

APTITUDE AREA SCORE ESTIMATES (MM)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.07	-	80	91.6802	1
Ed-Yrs	.12	-	90	92.3802	1
Ged	-.68	-	100	93.0802	1
Hsg	-.05	-	110	93.7802	1
Ser-Time	.02	-	120	94.4802	1
Sex	-9.06**	-			
Train-Mos	-1.31	-			

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M O S 15D

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.28**	.05**	80	75.3402	0.444
Ed-Yrs	-2.25	-.05	90	78.1402	0.569
Ged	1.39	.17	100	80.9402	0.685
Hsg	-2.78	-.28	110	83.7402	0.782
Ser-Time	.06	.01	120	86.5402	0.855
Sex	-7.02*	-1.37**			
Train-Mos	.10**	1.21**			

APTITUDE AREA SCORE ESTIMATES (OF)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.33**	.05**	80	70.4735	0.262
Ed-Yrs	-2.77	-.14	90	73.7735	0.369
Ged	1.02	.15	100	77.0735	0.491
Hsg	-.30	-.32	110	80.3735	0.614
Ser-Time	.08	.02	120	83.6735	0.724
Sex	.25	-.15			
Train-Mos	8.29**	.90**			

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M O S 15E

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.19**	.03	80	58.8777	0.005
Ed-Yrs	-1.62	-.69	90	60.7777	0.006
Ged	-2.78	-8.37	100	62.6777	0.008
Hsg	-2.51	-.27	110	64.5777	0.011
Ser-Time	.04	-.02	120	66.4777	0.015
Sex	-12.02**	-.20			
Train-Mos	5.18**	8.12			

APTITUDE AREA SCORE ESTIMATES (OF)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.25**	.06*	80	56.6296	0.001
Ed-Yrs	-1.44	-.79	90	59.1296	0.002
Ged	-3.69	-8.33	100	61.6296	0.003
Hsg	-1.63	-.26	110	64.1296	0.005
Ser-Time	.05	-.01	120	66.6296	0.010
Sex	-9.62**	.49			
Train-Mos	3.13*	7.77			

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M O S 16D

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.01	.00	80	91.0065	0.917
Ed-Yrs	-.92	-.34	90	91.1065	0.917
Ged	-1.91	-.44	100	91.2065	0.917
Hsg	.31	-.29	110	91.3065	0.917
Ser-Time	.00	.00	120	91.4065	0.917
Sex	-9.25**	-2.07**			
Train-Mos	-.04	-.20			

APTITUDE AREA SCORE ESTIMATES (OF)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.13**	.03	80	89.8842	0.892
Ed-Yrs	-1.01	-.37	90	91.1842	0.917
Ged	-1.87	-.44	100	92.4842	0.938
Hsg	.13	-.34	110	93.7842	0.953
Ser-Time	.02	.00	120	95.0842	0.965
Sex	-9.19**	-2.15**			
Train-Mos	-.05	-.17			

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M O S 16E

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.15**	.03**	80	80.4525	0.701
Ed-Yrs	1.51	.09	90	81.9525	0.760
Ged	1.01	.52	100	83.4525	0.811
Hsg	1.71	-.39	110	84.9525	0.852
Ser-Time	.07	.01	120	86.4525	0.886
Sex	-13.91**	-1.15			
Train-Mos	5.43	1.02			

APTITUDE AREA SCORE ESTIMATES (OF)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.33**	.03	80	74.7979	0.498
Ed-Yrs	.92	.11	90	78.0979	0.573
Ged	.72	.41	100	81.3979	0.644
Hsg	.07	-.47	110	84.6979	0.710
Ser-Time	.11	.01	120	87.9979	0.767
Sex	-11.19**	-.74			
Train-Mos	4.62	.91			

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M O S 64C

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.13**	.02**	80	81.0417	0.506
Ed-Yrs	-.76	-.26**	90	82.3417	0.556
Ged	1.66	.47	100	83.6417	0.605
Hsg	-.43	-.22	110	84.9417	0.652
Ser-Time	.00	.00	120	86.2417	0.695
Sex	-2.79**	-.68**			
Train-Mos	2.40**	.44**			

APTITUDE AREA SCORE ESTIMATES (OF)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.17**	.03**	80	82.4458	0.625
Ed-Yrs	-.86*	-.27**	90	84.1458	0.692
Ged	1.24	.41	100	85.8458	0.752
Hsg	-.22	-.18	110	87.5458	0.804
Ser-Time	.02	.00	120	89.2458	0.847
Sex	.13	-.17			
Train-Mos	2.36**	.42**			

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M O S 94B

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.23**	.05**	80	68.3086	0.148
Ed-Yrs	.87*	.09	90	70.6086	0.223
Ged	-1.00	-.27	100	72.9086	0.321
Hsg	2.05*	.09	110	75.2086	0.438
Ser-Time	.06**	.02**	120	77.5086	0.562
Sex	-3.15**	-.53**			
Train-Mos	3.55**	.54**			

APTITUDE AREA SCORE ESTIMATES (OF)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.23**	.05**	80	67.1907	0.135
Ed-Yrs	1.19**	.18	90	69.4907	0.205
Ged	-1.09	-.32	100	71.7907	0.298
Hsg	3.54**	.43	110	74.0907	0.412
Ser-Time	.09**	.02**	120	76.3907	0.536
Sex	.75	.32			
Train-Mos	3.00**	.46**			

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M O S 94B SKILL LEVEL 3

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.22**	.05**	80	73.48	0.317
Ed-Yrs	1.16	.10	90	75.68	0.434
Ged	-8.76	-6.18	100	77.88	0.558
Hsg	12.45*	6.43	110	80.08	0.676
Ser-Time	.05	.01	120	82.28	0.775
Sex	2.24	.82			
Train-Mos	4.34**	.60			

APTITUDE AREA SCORE ESTIMATES (OF)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.20**	.03**	80	74.0582	0.233
Ed-Yrs	1.34	.11	90	76.0582	0.291
Ged	-12.54*	-6.91	100	78.0582	0.357
Hsg	17.01**	7.29	110	80.0582	0.428
Ser-Time	.08	.01	120	82.0582	0.503
Sex	4.85*	1.25**			
Train-Mos	3.42*	.41			

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M O S 72E

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.13**	.02**	80	77.1624	0.420
Ed-Yrs	-.86	.01	90	78.4624	0.469
Ged	1.45	.37	100	79.7624	0.519
Hsg	-.75	.30	110	81.0624	0.569
Ser-Time	.04	.01	120	82.3624	0.617
Sex	-6.60**	-.10**			
Train-Mos	.76	.02			

APTITUDE AREA SCORE ESTIMATES (SC)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	0.21**	.03**	80	77.0518	0.397
Ed-Yrs	-.82	.02	90	79.1518	0.471
Ged	1.62	.42	100	81.2518	0.545
Hsg	-.50	.34	110	83.3518	0.618
Ser-Time	.05	.01	120	85.4518	0.686
Sex	-5.82**	-.98**			
Train-Mos	.83	.03			

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M O S 05B

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.09**	.02**	80	82.3437	0.610
Ed-Yrs	.12	.20	90	83.2437	0.656
Ged	1.98	.46	100	84.1437	0.700
Hsg	-1.45	-.07	110	85.0437	0.740
Ser-Time	.00	-.01	120	85.9437	0.777
Sex	5.07**	1.61**			
Train-Mos	.39	-.11			

APTITUDE AREA SCORE ESTIMATES (SC)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.20**	.05**	80	79.6248	0.628
Ed-Yrs	-.08	.17	90	81.6248	0.735
Ged	1.56	.39	100	83.6248	0.821
Hsg	-1.49	-.08	110	85.6248	0.883
Ser-Time	.02	.00	120	87.6248	0.926
Sex	-4.35**	-1.5**			
Train-Mos	.44	-.11			

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M O S 05C

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.20**	.04**	80	69.2673	0.126
Ed-Yrs	.29	.04	90	71.2673	0.176
Ged	2.74	.32	100	73.2673	0.242
Hsg	-.43	-.09	110	75.2673	0.323
Ser-Time	.12**	.02**	120	77.2673	0.416
Sex	-4.97**	-.83**			
Train-Mos	1.86	.01			

APTITUDE AREA SCORE ESTIMATES (SC)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.27**	.05**	80	70.2102	0.126
Ed-Yrs	.39	.06	90	72.9102	0.192
Ged	2.68	.3	100	75.6102	0.281
Hsg	-.36	-.06	110	78.3102	0.392
Ser-Time	.15**	.02**	120	81.0102	0.515
Sex	-4.16**	-.65**			
Train-Mos	1.88**	.02			

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M O S 05H

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.38**	.09**	80	74.9903	0.145
Ed-Yrs	.18	.05	90	78.7903	0.294
Ged	-8.2**	-2.45**	100	82.5903	0.506
Hsg	4.02	1.05	110	86.3903	0.716
Ser-Time	.16**	.05**	120	90.1903	0.861
Sex	-1.98**	-.19			
Train-Mos	-1.31	.09			

APTITUDE AREA SCORE ESTIMATES (SC)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.39**	.10**	80	75.8136	0.226
Ed-Yrs	.14	.03	90	79.7136	0.442
Ged	-9.28**	-2.66**	100	83.6136	0.683
Hsg	3.92	.89	110	87.5136	0.854
Ser-Time	.17**	.05**	120	91.4136	0.941
Sex	-.78	.21			
Train-Mos	-1.66	-.01			

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M O S 54E

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.35**	.06**	80	67.0945	0.212
Ed-Yrs	.61	.00	90	70.5945	0.329
Ged	-.79	-.17	100	74.0945	0.472
Hsg	1.39	-.01	110	77.5945	0.620
Ser-Time	.07*	.01	120	81.0945	0.748
Sex	-6.50**	-.68**			
Train-Mos	1.04	.07			

APTITUDE AREA SCORE ESTIMATES (ST)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.54**	.08**	80	61.5724	0.049
Ed-Yrs	.59	.01	90	66.9724	0.103
Ged	.31	-.01	100	72.3724	0.204
Hsg	1.68	.08	110	77.7724	0.363
Ser-Time	.10**	.01*	120	83.1724	0.559
Sex	-5.23**	-.47*			
Train-Mos	-.39	-.12			

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M O S 74D

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.17**	.04**	80	73.9956	0.299
Ed-Yrs	-1.57*	-.49**	90	75.6956	0.389
Ged	-.85	-.74	100	77.3956	0.487
Hsg	-.79	-.48	110	79.0956	0.586
Ser-Time	-.06	.00	120	80.7956	0.679
Sex	.73	.21			
Train-Mos	4.45*	1.07**			

APTITUDE AREA SCORE ESTIMATES (ST)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.21**	.07**	80	72.3396	0.072
Ed-Yrs	-1.71**	-.56**	90	74.4396	0.135
Ged	-.85	-.87	100	76.5396	0.240
Hsg	-.35	-.39	110	78.6396	0.388
Ser-Time	-.07	-.01	120	80.7396	0.561
Sex	1.27	.28			
Train-Mos	5.04	1.34**			

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M O S 74F

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.33**	.06**	80	69.4612	0.198
Ed-Yrs	-.19	.10	90	72.7612	0.310
Ged	-2.35	-.25	100	76.0612	0.450
Hsg	2.86	.30	110	79.3612	0.598
Ser-Time	.03	.00	120	82.6612	0.731
Sex	2.18	.22			
Train-Mos	2.89	-.38			

APTITUDE AREA SCORE ESTIMATES (ST)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.41**	.07**	80	65.5066	0.055
Ed-Yrs	-.58	.02	90	69.6066	0.105
Ged	.24	.16	100	73.7066	0.191
Hsg	.96	-.03	110	77.8066	0.323
Ser-Time	.04	.00	120	81.9066	0.490
Sex	4.20**	.57			
Train-Mos	2.26	-.45			

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M O S 82C

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.25**	.16**	80	53.0415	0
Ed-Yrs	.65	.00	90	55.5415	0
Ged	-6.95**	-6.72	100	58.0415	0
Hsg	-.13	.14	110	60.5415	0.001
Ser-Time	.01	-.04	120	63.0415	0.006
Sex	-4.97*	-5.41			
Train-Mos	-3.21*	6.39			

APTITUDE AREA SCORE ESTIMATES (ST)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.41**	.19**	80	48.0548	0
Ed-Yrs	.39	.07	90	52.1548	0
Ged	-6.87**	-9.47	100	56.2548	0
Hsg	-.48	.92	110	60.3548	0.001
Ser-Time	.04	-.02	120	64.4548	0.006
Sex	-4.5*	-3.51			
Train-Mos	-3.96**	5.14			

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M O S 91E

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.08**	.09**	80	88.7988	0.995
Ed-Yrs	.24	5.68	90	89.5988	0.998
Ged	.15	-10.96	100	90.3988	0.999
Hsg	.51	25.21	110	91.1988	1
Ser-Time	.05	.02	120	91.9988	1
Sex	.20	-.05			
Train-Mos	3.40**	1.87**			

APTITUDE AREA SCORE ESTIMATES (ST)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.18**	.07**	80	86.8779	0.994
Ed-Yrs	.10	5.79	90	88.6779	0.997
Ged	.44	-10.91	100	90.4779	0.998
Hsg	-.07	25.4	110	92.2779	0.999
Ser-Time	.05	.03	120	94.0779	1
Sex	.45	1.01			
Train-Mos	2.86**	1.62*			

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M O S 91P

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.03	-.02	80	87.6446	0.999
Ed-Yrs	-.27	-.09	90	87.9446	0.999
Ged	2.03	6.47	100	88.2446	0.999
Hsg	-4.68	-1.6	110	88.5446	0.998
Ser-Time	-.01	0.04*	120	88.8446	0.998
Sex	-.69	-.50			
Train-Mos	-.01	-.64			

APTITUDE AREA SCORE ESTIMATES (ST)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.08	-.01	80	90.1292	0.912
Ed-Yrs	-.75	-.09	90	90.9292	0.903
Ged	1.44	6.29	100	91.7292	0.894
Hsg	-.02	-1.46	110	92.5292	0.885
Ser-Time	-.02	-.04*	120	93.3292	0.874
Sex	-2.45	-.58			
Train-Mos	.77	-.70			

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M O S 91Q

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.09**	.02	80	89.2273	0.953
Ed-Yrs	-.73**	-.35*	90	90.1273	0.961
Ged	.57	-.61	100	91.0273	0.968
Hsg	.70	5.37	110	91.9273	0.973
Ser-Time	-.03	-.02	120	92.8273	0.978
Sex	-2.48**	-.18*			
Train-Mos	.5	.72			

APTITUDE AREA SCORE ESTIMATES (ST)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.08*	.00	80	89.0049	0.951
Ed-Yrs	-.75**	-.34*	90	89.8049	0.951
Ged	1.44	-.36	100	90.6049	0.951
Hsg	-.02	5.36	110	91.4049	0.951
Ser-Time	-.02	-.02	120	92.2049	0.951
Sex	-2.45**	-1.20*			
Train-Mos	.77	.80			

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M O S 91R

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.21**	.08**	80	85.2201	0.859
Ed-Yrs	-.14	-.31	90	87.3201	0.931
Ged	-1.63	-7.14	100	89.4201	0.968
Hsg	.59	5.85	110	91.5201	0.985
Ser-Time	.05	.05	120	93.6201	0.993
Sex	-1.14	-.45			
Train-Mos	1.3	.41			

APTITUDE AREA SCORE ESTIMATES (ST)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.30**	.18**	80	81.9489	0.282
Ed-Yrs	.02	-.34	90	84.9489	0.704
Ged	-3.07	-9.20	100	87.9489	0.935
Hsg	.59	7.44	110	90.9489	0.989
Ser-Time	.07	.07	120	93.9489	0.998
Sex	.54	.60			
Train-Mos	1.26	.43			

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M O S 92B

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.17**	.08**	80	87.9212	0.949
Ed-Yrs	-.63	-.47	90	89.6212	0.976
Ged	5.59	-1.79	100	91.3212	0.989
Hsg	-.08	7.07	110	93.0212	0.995
Ser-Time	-.06	-.10	120	94.7212	0.998
Sex	-.24	.21			
Train-Mos	5.37**	2.68*			

APTITUDE AREA SCORE ESTIMATES (ST)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.25**	.13**	80	84.5524	0.664
Ed-Yrs	-.56	.02	90	87.0524	0.879
Ged	4.78	-2.48	100	89.5524	0.964
Hsg	.20	8.05	110	92.0524	0.990
Ser-Time	-.04	-.09	120	94.5524	0.997
Sex	.07	.04			
Train-Mos	4.87**	1.72			

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M O S 93H

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.13**	.02	80	79.3597	0.516
Ed-Yrs	.56	.12	90	80.6597	0.566
Ged	3.84	1.94	100	81.9597	0.614
Hsg	1.23	-.25	110	83.2597	0.660
Ser-Time	.01	.00	120	84.5597	0.704
Sex	.26	-.45			
Train-Mos	.64	.49			

APTITUDE AREA SCORE ESTIMATES (ST)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.12	.02	80	79.8878	0.639
Ed-Yrs	.78	.16	90	81.0878	0.684
Ged	3.93	1.93	100	82.2878	0.726
Hsg	1.29	-.24	110	83.4878	0.764
Ser-Time	.01	.00*	120	84.6878	0.798
Sex	.50	.41			
Train-Mos	1.05	.54			

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M O S 95B

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.14**	.05**	80	81.9053	0.636
Ed-Yrs	-.38	-.27	90	83.3053	0.742
Ged	-2.09**	-.35**	100	84.7053	0.826
Hsg	.27	-.07	110	86.1053	0.887
Ser-Time	-.01	.00	120	87.5053	0.928
Sex	-2.19**	-1.14**			
Train-Mos	1.65**	.32*			

APTITUDE AREA SCORE ESTIMATES (ST)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.20**	.07**	80	81.0113	0.434
Ed-Yrs	-.44*	-.30	90	83.0113	0.607
Ged	-1.67*	-.21	100	85.0113	0.757
Hsg	.27	-.08	110	87.0113	0.862
Ser-Time	-.01	.00	120	89.0113	0.927
Sex	-1.82**	-1.02**			
Train-Mos	1.22**	.12			

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M O S 95C

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.06	.01	80	89.6018	0.938
Ed-Yrs	-.47	.11	90	90.2018	0.943
Ged	-.59	6.42	100	90.8018	0.949
Hsg	.84	.79	110	91.4018	0.953
Ser-Time	-.06	-.02	120	92.0018	0.958
Sex	-3.10	.13			
Train-Mos	2.62**	.48			

APTITUDE AREA SCORE ESTIMATES (ST)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.07	-.01	80	96.0372	0.904
Ed-Yrs	-.44	.14	90	96.7372	0.895
Ged	-.48	6.5	100	97.4372	0.886
Hsg	.80	.76	110	98.1372	0.875
Ser-Time	.06	-.02	120	98.8372	0.864
Sex	-2.84	.23			
Train-Mos	2.68*	.37			

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M O S 96B

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.51**	.06**	80	55.9659	0.069
Ed-Yrs	-.17	.04	90	61.0659	0.120
Ged	.62	-.34	100	66.1659	0.199
Hsg	-2.8	.22	110	71.2659	0.311
Ser-Time	.11	.02	120	76.3659	0.451
Sex	-1.21	.02			
Train-Mos	7.32**	.50			

APTITUDE AREA SCORE ESTIMATES (ST)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.63**	.07**	80	52.1051	0.072
Ed-Yrs	-.06	.06	90	58.4051	0.135
Ged	2.66	-.13	100	64.7051	0.239
Hsg	-1.36	.36	110	71.0051	0.388
Ser-Time	.14	.02	120	77.3051	0.560
Sex	.55	.18			
Train-Mos	6.76**	.48			

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M O S 98C

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.47**	.06**	80	56.8274	0.087
Ed-Yrs	.11	-.05	90	61.5274	0.148
Ged	.72	.22	100	66.2274	0.241
Hsg	-4.41	-.50	110	70.9274	0.366
Ser-Time	.22**	.04**	120	75.6274	0.513
Sex	1.95	.42			
Train-Mos	.68	.12			

APTITUDE AREA SCORE ESTIMATES (ST)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.56**	.09**	80	52.4211	0.014
Ed-Yrs	.10	-.09	90	58.0211	0.033
Ged	-1.08	.02	100	63.6211	0.077
Hsg	-3.29	-.44	110	69.2211	0.170
Ser-Time	.21**	.04**	120	74.8211	0.334
Sex	3.33**	.69**			
Train-Mos	.57	.17			

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M O S 98G

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.22**	.03**	80	70.5667	0.155
Ed-Yrs	-.04	.08	90	72.7667	0.199
Ged	8.63	6.53	100	74.9667	0.251
Hsg	-6.43	.63	110	77.1667	0.311
Ser-Time	.19**	.03**	120	79.3667	0.379
Sex	-2.48**	-.39			
Train-Mos	6.17**	1.08**			

APTITUDE AREA SCORE ESTIMATES (ST)

VARIABLE	IVS COEFS	LOGIT COEFS
Composite	.42**	.08**
Ed-Yrs	-.17	.06
Ged	12.46	7.23
Hsg	-5.06	1.01
Ser-Time	.21**	.04**
Sex	-.93	-.11
Train-Mos	5.79**	1.10**

AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
80	62.3152	0.044
90	66.5152	0.093
100	70.7152	0.186
110	74.9152	0.338
120	79.1152	0.532

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M O S 19D SKILL LEVEL 3

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS
Composite	.27**	.04**
Ed-Yrs	.69	.25
Ged	-2.98	-.47
Hsg	4.76*	1.00*
Ser-Time	-.02	-.01
Sex	.00	.00
Train-Mos	-6.12**	-1.15*

GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
80	65.9682	0.144
90	68.6682	0.201
100	71.3682	0.272
110	74.0682	0.358
120	76.7682	0.454

APTITUDE AREA SCORE ESTIMATES (CO)

VARIABLE	IVS COEFS	LOGIT COEFS
Composite	.38**	.07**
Ed-Yrs	1.71**	.42**
Ged	-3.9	-.67
Hsg	5.78**	1.20**
Ser-Time	-.01	-.01
Sex	.00	.00
Train-Mos	-5.97**	-1.23*

AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
80	64.6079	0.098
90	68.4079	0.180
100	72.2079	0.306
110	76.0079	0.470
120	79.8079	0.641

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M O S 54E SKILL LEVEL 3

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.41**	.08**	80	60.9266	0.061
Ed-Yrs	.19	-.26	90	65.0266	0.126
Ged	3.86	.23	100	69.1266	0.243
Hsg	-1.44	-.38	110	73.2266	0.416
Ser-Time	.20**	.04	120	77.3266	0.614
Sex	-7.43**	-1.92*			
Train-Mos	2.85	.70*			

APTITUDE AREA SCORE ESTIMATES (ST)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.56**	.13**	80	56.4593	0.010
Ed-Yrs	-.29	-.51**	90	62.0593	0.037
Ged	3.66	.12	100	67.6593	0.125
Hsg	-2.19	-.61	110	73.2593	0.344
Ser-Time	.19**	.04*	120	78.8593	0.658
Sex	-5.96**	-1.87*			
Train-Mos	2.36	.81*			

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M O S 95B SKILL LEVEL 3

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.20**	.08**	80	78.3305	0.301
Ed-Yrs	-.66	-.24	90	80.3305	0.489
Ged	2.88	1.13	100	82.3305	0.680
Hsg	-2.63	-.95	110	84.3305	0.826
Ser-Time	.06	.01	120	86.3305	0.913
Sex	-1.69	.40			
Train-Mos	-3.37**	-2.25**			

APTITUDE AREA SCORE ESTIMATES (ST)

VARIABLE	IVS COEFS	LOGIT COEFS
Composite	.21**	.08**
Ed-Yrs	-.68	-.22
Ged	4.19	1.61
Hsg	-3.37	-1.20
Ser-Time	.05	.01
Sex	-3.13	-.20
Train-Mos	-3.11**	-1.98**

AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
80	79.1996	0.424
90	81.2996	0.621
100	83.3996	0.785
110	85.4996	0.890
120	87.5996	0.947

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M O S 96B SKILL LEVEL 3

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS
Composite	.71**	.04**
Ed-Yrs	-1.70	-.13
Ged	10.87	-.16
Hsg	-17.15**	-1.05
Ser-Time	.12	.02
Sex	.18	-.01
Train-Mos	1.51	.07

GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
80	48.5001	0.112
90	55.6001	0.159
100	62.7001	0.220
110	69.8001	0.296
120	76.9001	0.385

APTITUDE AREA SCORE ESTIMATES (ST)

VARIABLE	IVS COEFS	LOGIT COEFS
Composite	.89**	.07**
Ed-Yrs	-2.06	-.21
Ged	4.15	-.59
Hsg	-14.88	-.99
Ser-Time	.09	.02
Sex	3.78	.40
Train-Mos	.49	-.02

AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
80	44.2018	0.039
90	53.1018	0.076
100	62.0018	0.141
110	70.9018	0.249
120	79.8018	0.400

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M O S 05K

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.04	.01	80	79.126	0.407
Ed-Yrs	3.38**	.47**	90	79.526	0.431
Ged	-7.70	-1.92	100	79.926	0.456
Hsg	9.86	1.4	110	80.326	0.481
Ser-Time	.06	0	120	80.726	0.506
Sex	-2.38	.22			
Train-Mos	.4	-.24			

APTITUDE AREA SCORE ESTIMATES (ST)

VARIABLE	IVS COEFS	LOGIT COEFS	AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.18	.04**	80	74.2637	0.167
Ed-Yrs	3.06**	.42	90	76.0637	0.231
Ged	-8.25	-2.06	100	77.8637	0.309
Hsg	9.58	1.36	110	79.6637	0.400
Ser-Time	.07	.00	120	81.4637	0.499
Sex	-1.3	.46			
Train-Mos	.34	-.25			

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M O S 13E

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GENERAL TECHNICAL SCORE ESTIMATES

VARIABLE	IVS COEFS	LOGIT COEFS	GT SCORE	[SQT-PROJECTIONS] IVS	LOGIT
Composite	.38**	.05**	80	49.5845	0.029
Ed-Yrs	-.16	-.13	90	53.3845	0.047
Ged	3.63	-6.75	100	57.1845	0.076
Hsg	-3.41	.48	110	60.9845	0.119
Ser-Time	.15*	.00	120	64.7845	0.182
Sex	.00	.00			
Train-Mos	6.29*	1.10			

APTITUDE AREA SCORE ESTIMATES (ST)

VARIABLE	IVS COEFS	LOGIT COEFS
Composite	.57**	.06**
Ed-Yrs	-.85	-.17
Ged	5.26	-6.67
Hsg	-5.64	-.62
Ser-Time	.18**	.00
Sex	.00	.00
Train-Mos	6.65**	1.16

AA SCORE	[SQT-PROJECTIONS] IVS	LOGIT
80	43.0597	0.016
90	48.7597	0.030
100	54.4597	0.052
110	60.1597	0.092
120	65.8597	0.155

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